

9-16-2016

## Board of Directors Open Meeting - Packet 09/16/2016

UC Hastings Board of Directors

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HASTINGS  
COLLEGE  
OF THE LAW

**Open Meeting  
Board of Directors**

**September 16, 2016**

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## NOTICE OF MEETING

EVENT: Meeting of the University of California  
Hastings College of the Law Board of Directors

DATE: Friday, September 16, 2016

PLACE: UC Hastings College of the Law  
Alumni Reception Center  
200 McAllister Street, 2nd Floor  
San Francisco, CA 94102

STARTING TIME: 9:00 a.m.

AGENDA: See Attached

*This notice is available at the following University of California, Hastings College of the Law website address: <http://www.uchastings.edu/board>*

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*For further information please contact Elise Traynum, Secretary of the Board of Directors, 198 McAllister Street, San Francisco, CA 94102, (415) 565-4851. You are encouraged to inform Ms. Traynum of your intent to speak during the public comment period 72 hours in advance of the meeting.*

*The University of California, Hastings College of the Law subscribes to the Americans with Disabilities Act. Please contact the Secretary's Office by 10 a.m. on Tuesday, September 12, 2016, for accommodations.*



**UNIVERSITY OF CALIFORNIA  
HASTINGS COLLEGE OF THE LAW**

**BOARD OF DIRECTORS**

**OPEN SESSION AGENDA**

September 16, 2016 - 9:00 a.m.

UC Hastings College of the Law  
200 McAllister Street  
Alumni Reception Center, 2<sup>nd</sup> Floor  
San Francisco, California 94102

**1. ROLL CALL**

Chair Tom Gede  
Vice Chair Chip Robertson  
Director Simona Agnolucci  
Director Donald Bradley  
Director Tina Combs  
Director Marci Dragan  
Director Claes Lewenhaupt  
Director Mary Noel Pepys  
Director Courtney Power

**2. PUBLIC COMMENT PERIOD** (Oral)

**3. REPORT OF ASUCH PRESIDENT)**

- 3.1 Direction of ASUCH 2016-2017
  - 3.1.1 Promote Community Development (Oral)
  - 3.1.2 Continue Promoting Hastings as an Institution
  - 3.1.3 Student Concerns (To Be Distributed)

**\*4. GENERAL CONSENT CALENDAR**

The following items are presented as the Consent Calendar. Anyone wishing to remove any item from the Consent Calendar for discussion and/or consideration may request that the Chair remove the item from the Consent Calendar. All remaining Consent Calendar items shall be approved by the Board of Directors in a single vote without discussion.



- \*4.1 Approval of Minutes: June 17, 2016. (Written)
- 4.2 Ratification of Executive Committee's Approval of MOU with  
PSOA Transitioning Security Services to UCSFPD (Written)

## **5. REPORT OF THE EDUCATIONAL POLICY COMMITTEE**

- 5.1 Enrollment Management Update, Bryan Zerbe, Director of Admission (Oral)
- 5.2 Report Regarding Recent Research to include Bar Data Analysis for  
2011-2015 Associate Dean for Academic and Professional Success Morris Ratner  
(Written)
- 5.3 Inns of Court Program Overview, Acting Provost & Academic Dean  
Evan Lee (Oral)

## **6. FINANCE COMMITTEE CONSENT CALENDAR**

The Finance Committee Meeting was held at UC Hastings in the A. Frank Bray Conference Room, San Francisco, California, on Thursday, August 11, 2016, at 9:00 a.m. By unanimous vote, the Finance Committee submits the following Consent Calendar. Anyone wishing to pull any item from the Finance Consent Calendar may request the Chair to remove the item from the Finance Consent Calendar for discussion. All items on the Finance Consent Calendar shall be approved by the Board of Directors in a single vote.

- \*6.1 Core Operations - State Budget for 2016-17 (Written)
- \*6.2 Non-State Budget for 2016-17 (Written)
- \*6.3 Budget Changes – 2016-2017 Auxiliary Enterprises
  - 6.3.1 McAllister Tower – Skyroom – Interior Finishes Renewal (Written)
  - 6.3.2 McAllister Tower – Elevator Cab Renewal (Written)
  - 6.3.3 Parking Garage – Special Maintenance (Written)
- \*6.4 State Contracts in Excess of \$50,000
  - \*6.4.1 Kane Hall Master Planning – MK Think (Written)
  - \*6.4.2 Software & Information Technology – Simplrr (Written)
  - \*6.4.3 Graphics Design – Mortar (Written)
  - \*6.4.4 Professional Services – Partners in Communication (Written)
- \*6.5 Non-State Contracts in Excess of \$50,000:
  - \*6.5.1 Ctr. For Gender and Refugee Studies – Nat'l Science Foundation  
Grant (Written)
  - \*6.5.2 Ctr. for Innovation Law – National Science Foundation Grant (Written)

## **7. REPORT OF THE CHIEF FINANCIAL OFFICER**

- 7.1 State Contracts in Excess of \$50,000:
  - 7.1.1 Consulting Services – Sibson Consulting - Human Resources (Written)
  - \*7.1.2 Software – Ellucian – Enterprise Resource Planning System (Written)
  - \*7.1.3 Project Management Services – LRCP – TBD (Written)
  - \*7.1.4 Database Licensing - Lexis Nexis (Written)
  - \*7.1.5 Database Licensing - Thomson Reuters/West (Written)
  - \*7.1.6 Space Planning –Kane Hall – MK Think (Written)
- 7.2 Non-state Contracts in Excess of \$50,000:
  - \*7.2.1 Research Sub-award Agreement – UCSF – Prepare Multistate Directive Process (Written)
- \*7.3 Non-state Budget Change – 333 Golden Gate – Fund Transfer to DGS (Written)
- 7.4 State Budget Changes
  - \*7.4.1 Settlement Costs – PSOA Agreement (Written)
  - \*7.4.2 LRCP – Kane Hall Space Planning (Written)
- \*7.5 Annual Update of Five Year Infrastructure Plan 2017-2022  
State of California, Department of Finance (Written)
- \*7.6 Long Range Campus Plan – Adoption of Variant B – 50 Hyde Street (Written)

The following reports were distributed and discussed at the Finance Committee Meeting on August 11, 2016. These are listed below as informational items, and distributed in the agenda packet.

- 7.7 2015-16 Year-end Investment Report (Written)
- 7.8 State Budget Report – Preliminary 2015-16 Year-end (Written)
- 7.9 Core Operations – State Budget Planning for 2017-18 (Written)
- 7.10 Non State Budget Report – Preliminary 2015-16 Year-end (Written)
- 7.11 Update on Long Range Plan (Oral)
- 7.12 Annual Report on Insurance Coverage – 2016-17 (Written)
- 7.13 Listing of Checks and Wire Transfers over \$50,000 (Written)

## **8. REPORT OF THE ADVANCEMENT & COMMUNICATIONS COMMITTEE**

- 8.1 Building UC Hastings Campaign Update (Oral)
  - 8.1.1 FY16 Final Fund- Raising Results (Oral)
  - 8.1.2 FY17 Outlook (Oral)
- 8.2 Staffing Update (Oral)
- \*8.3 SPECIAL AGENDA ITEM:  
Annual Report of UC Hastings Foundation  
Presenter: Robert Saul, Board President of the UC Hastings Foundation (Oral)

## **9. REPORT OF THE CHANCELLOR & DEAN**

- 9.1 Introduction of New Director of Library and Technology, Camilla Tubbs, and New Chief of Staff to the Chancellor & Dean, Anne Marie Helm (Oral)
- 9.2 Report on Action Taken in Closed Session Regarding Gifts and Appointments (To Be Reported Out After Closed Session) (Oral)
- 9.3 Chancellor & Dean's Annual Report on the Long –Range Plan (Written)
- 9.4 Other Informational Items: Academic Programs, Student Services, External Relations and Personnel (Oral)

## **10. REPORT OF THE CHAIR**

- \*10.1 General Recommendation Action for Slate of Appointment of the UC Hastings Foundation Trustees (Oral)

## **11. DIRECTOR COMMENTS AND BOARD ANNOUNCEMENTS**

This is a time reserved for Directors who wish to briefly comment on Board matters, provide a reference to staff or other resources for factual information, or direct staff to place items on future agenda.

## **12. THE BOARD WILL GO INTO CLOSED SESSION AT APPROXIMATELY 11:00 A.M.**

The Board will adjourn to the closed session to consider the items listed on the Closed Session Agenda. At the conclusion of the Closed Session, the Board will reconvene the Open Meeting prior to adjourning the meeting, to report on any actions taken in Closed Session for which a report is required by law.

- \*13. ADJOURNMENT (Oral)



UNIVERSITY OF CALIFORNIA  
HASTINGS COLLEGE OF THE LAW

BOARD OF DIRECTORS

ROLL CALL  
Friday September 16, 2016

Meeting Start Time: \_\_\_\_\_

UC Hastings College of the Law  
Alumni Reception Center  
200 McAllister Street  
San Francisco, CA 94102

Directors present in answer to roll call:

- ☐ Chair Thomas Gede
- ☐ Vice Chair Chip Robertson
- ☐ Director Simona Agnolucci
- ☐ Director Donald Bradley
- ☐ Director Tina Combs
- ☐ Director Marci Dracun
- ☐ Director Claes Lewenhaupt
- ☐ Director Mary Noel Pepys
- ☐ Director Courtney Power

Meeting End Time: \_\_\_\_\_

**REPORT ITEM**

1.     **REPORT BY:**                   ASUCH President
2.     **REPORT:**                    Oral Report
  - 3.1    Direction of ASUCH 2016-2017
    - 3.1.1   Promote Community Development
    - 3.1.2   Continue Promoting Hastings as an Institution
    - 3.1.3   Student Concerns     (To Be Distributed)

**ACTION ITEM:**

**\*4. GENERAL CONSENT CALENDAR**

The following items are presented as the Consent Calendar. Anyone wishing to remove any item from the Consent Calendar for discussion and/or consideration may request that the Chair remove the item from the Consent Calendar. All remaining Consent Calendar items shall be approved by the Board of Directors in a single vote without discussion.

- |      |  |           |
|------|--|-----------|
| *4.1 | Approval of Minutes: June 17, 2016   | (Written) |
| 4.2  | Ratification of Executive Committee's Approval of MOU<br>with PSOA Transitioning Security Services to UCSFPD | (Written) |



**UNIVERSITY OF CALIFORNIA  
HASTINGS COLLEGE OF THE LAW**

**BOARD OF DIRECTORS**

**OPEN SESSION AGENDA**

June 17, 2016 - 9:00 a.m.

UC Hastings College of the Law  
200 McAllister Street  
Alumni Reception Center, 2<sup>nd</sup> Floor  
San Francisco, California 94102

**1. ROLL CALL**

Board Members Present

Chair Thomas Gede  
Vice Chair Chip Robertson  
Director Simona Agnolucci  
Director Donald Bradley  
Director Tina Combs  
Director Marci Dragun  
Director Claes Lewenhaupt  
Director Mary Noel Pepys  
Director Courtney Power

Staff Present

General Counsel Elise Traynum  
Chancellor & Dean David Faigman  
Outgoing Provost & Academic Dean Elizabeth L. Hillman  
Provost & Academic Dean Evan Lee  
Senior Assistant Dean of Enrollment Management June Sakamoto  
Assistant Dean, Office of Career & Professional Development Sari Zimmerman  
Chief Financial Officer David Seward  
Director of External Relations Alex Shapiro  
ASUCH President Sammy Chang

**2. PUBLIC COMMENT PERIOD**

Public comments were provided by staff members Cecelia Moreira, Nancy Reco-Keto, and Officer Lynell Singleton, noting the significant impact the presence of the public safety officers has on campus. They also expressed their concerns about transitioning from the Department of

Public Safety to UCSFPD and UCSFPD's knowledge of the neighborhood, their training, and the safety of having guns present on campus.

### **3. REPORT OF ASUCH PRESIDENT**

ASUCH President Sammy Chang presented his written report and discussed his goals for internal ASUCH goal of establishing an election code. He also spoke about ASUCH continuing to communicate with the Board of Directors so that both ASUCH and the Board of Directors are working together on the same page.

### **\*4. GENERAL CONSENT CALENDAR**

#### **\*4.1 Approval of Minutes: March 4, 2016**

Chair Tom Gede called for approval of the March, 4, 2016 Minutes. The Minutes were approved.

### **5. REPORT OF THE CHAIR OF THE EDUCATIONAL POLICY COMMITTEE**

#### **5.1 Graduate Employment & Career Update by Assistant Dean Sari Zimmerman**

Assistant Dean, Office of Career & Professional Development Sari Zimmerman gave a graduate employment and career update. She reported positive news that the overall employment numbers went up from 76 percent for the class of 2014 to 85 percent for the class of 2015. The number of graduates in full-time, long-term—meaning one year plus positions that require a JD—increased from 59 percent in 2014 to 65.5 percent in 2015. She noted that full-time, long-term employment rates very closely track bar passage rates, for example, of the 37 grads in the class of 2015 who reported they were unemployed and still seeking employment, 30 of them were retaking the bar.

Assistant Dean Zimmerman discussed how the Office of Career & Professional Development took a close look at the correlation between GPA and employment status and are working to devise a program focusing on specific outreach for all students based on where they fall on the academic, GPA scale. This outreach will focus on letting the students know what opportunities they have at Hastings and working on targeting each student's unique issues.

She also highlighted a couple new programs. The Attorneys in Residence (AIR) program, which works with employers who do not traditionally hire entry-level attorneys to recruit recent graduates, is in its second year. Currently, there are 5 graduates in the program, with the hope of expanding it to about 10 to 15 graduates. A two-year startup legal residency was created through the AIR program. The BALI solo incubator program, where graduates receive help and training from mentors in launching a successful solo practitioner career, is in its first year of inception. There are currently four graduates in this program.

Chair Gede asked about the decline in graduates seeking employment in local, state, or federal government and what the possible reasons are. Assistant Dean Zimmerman responded that the decline is due, in part, to the salaries of local government positions in relation to the debt graduates are having to repay, noting that this discourages some graduates from seeking local government employment. Also, many local employment positions are only offered on a short-



term basis, with a possibility of being renewed. Outgoing Provost & Academic Dean Hillman offered further insight, noting that many graduates are looking to solve problems through the private sector rather than looking to government.

Director Simona Agnolucci asked about clerkship numbers compared to previous years. Assistant Dean Zimmerman noted that clerkship numbers were stable compared to the prior year, but across a longer timeframe, the number of graduates entering clerkships has gone down. The decline can be partially attributed to the fact that while in the past, federal clerkships were targeting recent graduates, now the preference is to hire graduates who are one- to three-years out of law school. Director Agnolucci asked about loan repayment programs and Dean Hillman responded that UC Hastings has a loan forgiveness program for federal loans, the Public Interest Career Assistance Program, PICAP.

Senior Assistant Dean of Enrollment Management June Sakamoto gave an admissions report noting that UC Hastings had hit its revenue target based on the number of second depositors. Assistant Dean Sakamoto reported an expected 15 to 20 transfer students in the fall. A retention plan is being developed to maintain the high-performing graduates, including a mentor program for the top 30 percent in the 1L class. Another part of the retention plan is to offer scholarships, for 2L and 3L years, to the top 15 percent of the class to incentivize students to stay with UC Hastings. For this year, the scholarships are fully funded by endowed funds.

## 5.2 Other Informational Items, Including Academic Programs and Student Services

Provost & Academic Dean Evan Lee announced that Morris Ratner is the new Associate Dean for Academic and Professional Success. He highlighted his plan to integrate and strengthen the academic support programs including LEOP, the academic support program, and the new writing resource center. Basic instruction in legal analysis has been expanded to a larger portion of the class. Faculty will be trained to draft MBE-like questions and bar-like essay questions in order to prepare students to take the bar. Bar programming is expanding and a summer supplement to the commercial bar prep classes, called BEST—where students are matched with a tutor to receive additional feedback and test-taking skills, has been implemented.

## 6. REPORT OF THE CHAIR OF THE ADVANCEMENT & COMMUNICATIONS COMMITTEE

### 6.1 External Relations Updates:

#### 6.1.1 Media Relations: Highlights from 2015-16; Goals for 2016-17

Director of External Relations Alex Shapiro discussed branding as a way to get UC Hastings back into the top 20 ranked law schools. This is done by using social media to engage with people on a personal level.

Highlights from the 2015-2016 year included 600 mentions of UC Hastings in the press. New faculty member Veena Dubal was in the *San Francisco Chronicle* discussing labor and employment law.

#### 6.1.2 Peer Reputation: Promoting UC Hastings to Peer Institutions

Alex Shapiro spoke about increasing UC Hastings peer assessment scores, used in *US News and World Report* law school rankings. Director Dragun asked what motivates peers in their voting. Chancellor & Dean David Faigman, Provost & Academic Dean Evan Lee, and Director of External Relations Alex Shapiro all noted that voting can be motivated by whether or not the voters attended the school, know someone on the faculty, have recently seen an article in a journal by someone who is on the school's faculty, whether someone from the school was quoted in the media, etc. Alex Shapiro spoke about building a database of the voters and having faculty connect with them if they recognize them at conferences so these voters are familiar with UC Hastings. Chancellor & Dean Faigman added that supporting tenured faculty in their scholarship can help increase the school's visibility.

#### 6.1.3 Neighborhood Relations: UC Hastings Community Partnership

Alex Shapiro spoke about UC Hastings being a good neighbor and its community partnership initiative and being recognized for the good things members of UC Hastings are doing out in the community.

Chair Tom Gede asked about UC Hastings relationship to Bandaloop. Alex Shapiro explained that last year UC Hastings hosted Bandaloop, a dance troupe, and allowed them to practice dancing on the building roofs/walls and invited the troupe back this year and had a kickoff in the Sky Room for this event. Hosting this dance troupe has a positive impact on UC Hastings' view within the neighborhood.

#### 6.1.4 Advertising: Presentation of Strategy + Creative Brief & Concepts Being Applied to Street Pole Banner Campaign, Clothes, Etc.

Alex Shapiro spoke about working with Eric Dumbleton in a new advertising plan using the inscribed bricks campaign. He also discussed incorporating the UC Hastings College of the Law title in creative advertising on pole banners.

Director Dragun asked about whether or not the school tracks and addresses critics who have had a bad UC Hastings experience. Alex Shapiro responded that the school does not get involved in substantive issues discussed online, but if someone has a direct complaint or suggestion for how things could be better, the school does pay attention and engages in conversation about it.

#### 6.1.5 Introduction of New Assistant Director of External Relations

Alex Shapiro announced Benjamin Ibarra as the new Assistant Director of External Relations.

### 6.2 Fundraising Status: 333 Golden Gate Avenue

### 6.3 Alumni Center Staffing Update

### 6.4 FY 2015-2016 Development Reports:

#### 6.4.1 Fundraising Comparison Raised Report

#### 6.4.2 Fundraising Comparison Received Report

**\*7. FINANCE COMMITTEE CONSENT CALENDAR**

The meeting of the Finance Committee was held at UC Hastings in the A. Frank Bray Conference Room, San Francisco, California, on Thursday, May 12, 2016, at 9:00 a.m. By unanimous vote, the Finance Committee submits the following Consent Calendar. Anyone wishing to pull any item from the Finance Consent Calendar may request the Chair to remove the item from the Finance Consent Calendar for discussion. All items on the Finance Consent Calendar shall be approved by the Board of Directors in a single vote.

- 7.1 State Contracts in Excess of \$50,000
  - \*7.1.1 Kane Hall – Façade Access Construction
  - \*7.1.2 Temporary Staffing Service - RemX
  - \*7.1.3 Office Supplies – Office Max
- 7.2 Nonstate Contracts in Excess of \$50,000
  - \*7.2.1 Engineering Services – American Building Maintenance
  - \*7.2.2 Consulting Services – WorkLife Law - Cynthia Calvert
- 7.3 Budget Changes 2015-16
  - \*7.3.1 Hastings Public Interest Fellowships – Summer Grants
  - \*7.3.2 Kane Hall Repurposing Shelving Removal
- \*7.4 Auxiliary Enterprises Proposed Budget 2016-17
- \*7.5 Budget Pre-authorizations for 2016-17
  - 7.5.1 General Salary Increase for Non-represented Staff
  - 7.5.2 Media Services – Classroom K Technology Upgrade
- \*7.6 Fees for 2016-17: Parking Rates, Health Center and UCSHIP Fees and Freeze on the General Enrollment Fee and Other Mandatory Fees

Chair Tom Gede called for approval of the Finance Committee Consent Calendar. The Calendar was approved.

**The following reports were discussed at the Finance Committee meeting on May 12, 2016. The materials are included in the agenda packet for your information:**

**8. FINANCE COMMITTEE REPORTS:**

- 8.4. Investment Report as of March 31, 2016
- 8.5 State Budget Report for 2015-16 as of March 31, 2016
- 8.6 Auxiliary Enterprises Budget Status Report as of March 31, 2016
- 8.7 State Budget Update for 2016-17
- 8.8 Report on Checks over \$50,000

**9. REPORT OF THE CHIEF FINANCIAL OFFICER**

- 9.1 California Environmental Quality Act – Long Range Campus Plan

Chief Financial Officer David Seward introduced Michael Rice of the firm TRC and Daniel Frattin of Reunben & Junius to give an overview of the CEQA process.

Michael Rice was retained to complete the environmental impact report on the long-range campus plan. Michael Rice spoke about how public agencies are required to review environmental effects before approving plans or projects and how the goal and requirement is to inform the public and decision makers about these potential environmental effects.

Michael Rice noted that there are seven steps to an EIR, each of which allow the public to comment on environmental issues. To date, they are done with six of these seven steps, with the last step being the July 14<sup>th</sup> special meeting, at which the Board will be asked to consider certifying the EIR. It was concluded that nighttime construction noise and vibration may be an unavoidable, significant adverse effect that the Board would have to balance against developing the building. He then spoke about the alternatives discussed in the EIR, including the CEQA required no project alternative, the 80-foot height alternative, and the 198 McAllister reduced building alternative.

Michael Rice noted that concerns from community neighbors concerning noise, vibration and nighttime construction were addressed in the final EIR. Daniel Frattin added that these concerns brought up by community neighbors have not been outright opposition, but rather genuine concerns that can be mitigated.

**\*9.2 Long Range Campus Plan – Approval of Predevelopment Agreement with UCSF and Project Update**

Chair Tom Gede called for approval of the Long Range Campus Plan. The Plan was approved.

**\*9.3 Long Range Campus Plan – Project Budget**

Chair Tom Gede called for approval of the Long Range Campus Plan Project Budget. The Budget was approved.

**\*9.4 State Budget Pre-authorization for 2016-17**

Chief Financial Officer David Seward reported that the legislature sent the 2016-17 budget bill to the Governor's desk and included in the UC Hastings budget bill, the Governor will be considering a \$1 million augmentation ongoing for the operating budget. The budget bill also includes \$2 million for deferred maintenance for state-supported facilities.

Chair Tom Gede called for approval of the State Budget Pre-authorization for 2016-17. The Budget pre-authorization was approved.

**9.5 State Contracts in Excess of \$50,000**

**\*9.5.1 Viewbook**

Chair Tom Gede called for this item to be moved to the July 14, 2016 Board of Directors Special Meeting budget agenda.

**10. REPORT OF THE CHANCELLOR & DEAN**

**10.1 Report on Action Taken in Closed Session Regarding Gifts and Appointments (To Be Reported Out After Closed Session)**

**10.2 Chancellor & Dean's Annual Report**

**10.3 Update on Faculty Retreat, Bar Passage Programs and Academic Support**

**\*11. REPORT OF THE CHAIR**

**\*11.1 Election of Officers**

**\*11.1.1 Chair**

Director Marci Dragun called for nominations for Chair of the Board of Directors. Director Claes Lewenhaupt nominate Chair Tom Gede. Director Marci Dragun called for approval of the nomination of Chair Tom Gede to continue as Chair. The nomination was approved.

**\*11.1.2 Vice Chair**

Director Mary Noel Pepys nominated Director Chip Robertson as Vice Chair. Chair Tom Gede called for approval of the nomination of Director Chip Robertson as Vice Chair. The nomination was approved.

**11.2 Report of the Chancellor & Dean Search Committee**

**\*11.3 Executive Compensation**

**12. DIRECTOR COMMENTS AND BOARD ANNOUNCEMENTS**

This is a time reserved for Directors who wish to briefly comment on Board matters, provide a reference to staff or other resources for factual information, or direct staff to place items on future agenda.

**13. THE BOARD WILL GO INTO CLOSED SESSION AT APPROXIMATELY 11:00 A.M.**

The Board will adjourn to the closed session to consider the items listed on the Closed Session Agenda. At the conclusion of the Closed Session, the Board will reconvene the Open Meeting prior to adjourning the meeting, to report on any actions taken in Closed Session for which a report is required by law.

**1. Agenda Item 3.1**

Upon motion duly made, seconded, and carried, the Board of Directors of the University of California, Hastings College of the Law approved the following gifts: (1) an endowed scholarship which shall be entitled The Bruce Telkamp'94 & Diane Turriff '90 Endowed Scholarship and (2) the Washington DC Internship Stipend Fund.

**2. Agenda Item 3.2**

Upon motion duly made, seconded, and carried, the Board of Directors of the University of California, Hastings College of the Law approved the resolution for Award of UC Hastings Honorary Degree to Betty Falk.

**3. Agenda Item 3.3**

Upon motion duly made, seconded, and carried, the Board of Directors of the University of California Hastings College of the law, approved grants of tenure for Professor Abraham Cable, Professor John Crawford and Professor David Takacs.

**4. Agenda Item 3.4**

Upon motion duly made, seconded, and carried, the Board of Directors of the University of California, Hastings College of the Law approved the appointments of Professor Brittany Glidden and Associate Dean for the Library and Technology Camilla Tubbs.

**5. Agenda Item 4.1**

Upon motion duly made, seconded, and carried, the Board of Directors of the University of California, Hastings College of the Law approved a decision to proceed with a contract with UCSFPD.

**6. Agenda Item 5.2**

Upon motion duly made, seconded, and carried, the Board of Directors of the University of California, Hastings College of the Law approved the Good Neighbor Work Plan.

7. Agenda Item 11.3

Chair Tom Gede called for approval of a \$35,000 increase in the General Counsel's base pay with payment for parking and a \$15,000 stipend to the Chief Financial Officer and a new title to make it the Chief Financial Officer and Director of Capital Project, along with parking was approved. These executive compensation changes were approved.

**\*14. ADJOURNMENT**

There being no further business to come before the Board of Directors, the Open Meeting was adjourned at approximately 1:30 p.m.

**ACTION ITEM**

- 1. REPORTED BY:** Elise K. Traynum, General Counsel
- 2. SUBJECT:** Ratification of Executive Committee's Approval of MOU  
With PSOA Transitioning Security Services to UCSFPD

## **MEMORANDUM**

**To:** UC Hastings Board of Directors Executive Committee  
**From:** Elise Traynum, General Counsel  
**RE:** MOU Regarding Transition to UCSFPD  
**CC:** David L. Faigman, Chancellor and Dean  
**Date:** 8/26/2016

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Attached is the Memorandum of Understanding ("MOU") between UC Hastings and the Public Safety Association ("PSOA") regarding the transition of the College's Public Safety Department to the University of California Police Department ("UCSFPD"). The five PSOA members approved the MOU.

As you may recall, the Board of Directors gave contracting authority to Chancellor & Dean Faigman at its June meeting. Today, we ask the Board of Directors to ratify the attached MOU and to approve 1 FTE to allow one of the officers to take a position in the Information Technology ("IT") Department.

### **Background:**

According to the terms of the MOU, the College will cease operations of its Public Safety Department at midnight on September 30, 2016, and UCSFPD will initiate full security operations on October 1, 2016.

The MOU provides that three of the officers will be laid-off and they will receive 12 months' severance pay that we estimate at \$186,612.00.

As far as the two remaining officers, one officer will be transferred to the College's Information Technology Department ("IT") in a Help Desk position. IT management has expressed a need for the additional Help Desk position. The officer meets the qualifications for the Help Desk position.

UCSFPD hired the fifth officer as a police officer.

### **Recommendation:**

The Board of Directors ratify the MOU and authorize 1 FTE for the Help Desk Position in the IT Department.



## **Memorandum of Understanding**

**This Memorandum of Understanding ("MOU") is between the University of California, Hastings College of the Law ("UC Hastings" or "the College") and the UC Hastings Public Safety Officers Assn. ("PSOA"), the exclusive bargaining agent for matters in the scope of representation for all UC Hastings Public Safety Officers ("Officers"), excluding employees designated as managerial or supervisory.**

### **I. Introduction:**

UC Hastings has utilized the services of the UC Hastings Public Safety Department ("Public Safety"), the Police Department of the City and County of San Francisco Dedicated Officer 10B Program ("SFPD"), and ABM Security Services ("ABM").

The UC Hastings Board of Directors has made a preliminary decision to eliminate the current Officers' positions, as well as to terminate UC Hastings' contracts with SFPD and ABM and subcontract security services to the University of California San Francisco Police Department ("UCSFPD"). Under a new arrangement, UCSFPD would provide UC Hastings with law enforcement services including, but not limited to, police services, such as street patrols, investigations, and crime prevention services. In addition, UCSFPD would provide additional services, such as emergency management functions, in the event of life-threatening disasters, homeland security and related community policing responsibilities.

The initial proposal—i.e., to replace Public Safety with UCSFPD, was "sunshined" at a public meeting held in the Alumni Reception Center at UC Hastings on March 28, 2016. The College held a second public meeting on April 28, 2016. UC Hastings and the PSOA have held ten bargaining sessions on their proposals since March 28, 2016.

**II. Purpose of MOU:** The purpose of this MOU is to set forth the mandatory subjects of bargaining applicable to winding down the operations of Public Safety and terminating the Officers, who are members of the PSOA.

**III. Employment Termination Date:** All UC Hastings obligations to the Officers (and the PSOA) will cease and the Officers will no longer have any rights or privileges with UC Hastings as of 12:00 am, September 30, 2016, other than those enumerated in this MOU. UC Hastings proposes to lay off the Officers no later than 12:00 am on September 30, 2016 (hereafter "Effective Date").

**IV. UCSFPD Operations:** The parties anticipate that UCSFPD will initiate full operations, effective 12:01 a.m. on October 1, 2016. In the interim, the PSOA and its members agree that UCSFPD may, at UC Hastings' option, provide certain law enforcement services for UC Hastings upon mutual execution of this MOU.

**V. Officer Layoffs:** UC Hastings will issue lay-off notices to all Officers on September 30, 2016. The Officers will receive 60 days' pay in lieu of notice of lay-off. The amount of each

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Officer's payment shall be exactly double his or her monthly base rate of pay on the Effective Date.

**VI. Last UC Hastings Paycheck:** Officers will receive their last paychecks on October 1, 2016. Each paycheck will include vacation accruals, unused holiday pay, and compensation time pay as applicable. Tax withholdings shall comport with the Officers' W-4 deductions.

**VII. Severance Pay:** Officers who are not hired by UCSF, UC Hastings, or in any position within the UC system, shall be paid twelve (12) months' base salary as severance pay ("Severance Pay"). All Officers must execute the attached Waiver and Release Agreement (*See* Attachment A). The amount of each Officer's Severance Pay shall be his or her monthly base rate of pay on the Effective Date. Severance Pay will be paid by separate check—not by the Officer's final paycheck—and paid to Officers on November 1, 2016. Tax withholdings shall be at the supplemental pay tax rate per IRS and State Franchise Board regulations.

**VIII. Officer Bajada and Officer Singleton:** The parties acknowledge that Officers Bajada and Singleton each has an opportunity to work for UCSFPD and UC Hastings, respectively, upon termination as Officers. Officer Bajada will move into a police officer position with UCSFPD, and Officer Singleton will move into a position in the College's IT Department. The College will provide the following concessions to the PSOA on behalf of Bajada and Singleton:

1. Bajada and Singleton will receive lay-off notices, pursuant to which each will be entitled to 60 days' pay in lieu of notice like all other Officers.
2. Singleton will retain UC Hastings health and welfare benefits and his UCRS service credit at the Effective Date when he transfers to his new position at UC Hastings.
3. Bajada will retain his UC health and welfare benefits when he moves to his new position at UCSFPD. Furthermore, the parties acknowledge that Bajada will be eligible to participate in the UCRS plan applicable to his new position at UCSFPD as a police officer.
4. If Bajada or Singleton is laid off within one year of assuming his new respective position at UCSFPD or UC Hastings, UC Hastings will pay the laid-off employee Severance Pay as defined above, at the rate of the difference between the Severance Pay and the total sum of the laid-off employee's earnings during the first year in the new position.

**IX. Benefits:** Officers hired by UCSFPD or who accept UC Hastings positions will retain their same health, welfare and retirement benefits as provided by UC Hastings until December 31, 2016, pursuant to UC Hastings' contract with the University of California for those benefits.. Similarly, these Officers will retain their UC Hastings' service credit for purposes of the UC Retirement Plan. Officers who do not move into positions with UC Hastings or UCSFPD may elect COBRA continuation health coverage through the College's COBRA administrator. Contact information for the COBRA administrator will be provided in their lay-off notices.

**X. Accruals:** UC Hastings will pay Officers all vacation, holiday pay, and compensatory time-off accruals in their final paychecks. Sick leave accruals are not compensable.

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**XI. Return of Equipment:** Officers must return all UC Hastings property to the Human Resources Department no later than October 15, 2016. The equipment that must be returned includes, but is not limited to, badges, uniforms, batons and bullet-proof vests. Officers' identification cards and email accounts will be deactivated upon the Effective Date.

**IN WITNESS WHEREOF,** UC Hastings and the PSOA have executed this MOU as of the date first written above.

**UC Hastings College of Law**

**Public Safety Officers' Association**

By: \_\_\_\_\_

by: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

**INVOLUNTARY LAYOFF  
WAIVER AND RELEASE AGREEMENT**

This Waiver and Release Agreement ("Agreement") is made by the University of California Hastings College of the Law, its past, present and future, subsidiaries, related entities, predecessors, successors, directors, officers, agents, employees, and assigns (collectively "UC Hastings") and the Public Safety Officers Association and [Officer's Name] (collectively "Employee").

WITNESSETH:

WHEREAS, Employee received notice of lay-off effective September 30, 2016; and,

WHEREAS, UC Hastings shall provide Employee with 60 days' notice of lay-off or compensation in lieu of notice; and,

WHEREAS, UC Hastings has proposed to Employee the following comprehensive Waiver and Release Agreement in consideration of payment of severance; and,

WHEREAS, UC Hastings shall pay to Employee a non-precedent setting total of twelve (12) months' base salary severance pay.

NOW, AND THEREFORE with valuable consideration, the parties to this Agreement agree to the below terms and conditions.

**AGREEMENT**

1. **Projected Release from Employment:** Employee's projected date of release from employment shall be no later than **12:00 am, September 30, 2016** ("Effective Date."). Recognizing that the parties may wish to terminate the employment relationship sooner than September 30, UC Hastings may establish an earlier Effective Date as long as UC Hastings provides Employee with sixty (60) days' pay in lieu of notice.
2. **Severance Pay:** In exchange for the promises made herein, UC Hastings shall pay Employee a total of \$\_\_\_\_\_, equivalent to twelve (12) months' base salary, upon the Effective Date as Severance Pay. Severance Pay shall be taxed at the applicable rate pursuant to the regulations promulgated by the Internal Revenue Service and the Franchise Tax Board. UC Hastings shall issue the Severance Pay, in a separate check from Officers' final paycheck, on November 1, 2016. Employee and PSOA acknowledges that they have the right to request a tax overpayment refund from the Internal Revenue Service and the Franchise Tax Board for taxes withheld by UC Hastings. UC Hastings does not indemnify Employee for tax liabilities under any legal theory, or otherwise, whatsoever.

## ATTACHMENT A

The Parties acknowledge that they agreed that Severance Pay would be paid to Employee because he did not have employment with UC Hastings, UCSFPD or the UC system on the Effective Date. Hastings reserves the right to claw back Severance Pay to be apportioned based on date of hire and/or difference between compensation, if Employee obtains employment with UC Hastings, UCSF, or any other UC within six (6) months of the Effective Date. For example, if Employee is hired as a UCSF police officer within 6 months of the Effective Date, at a higher compensation rate than Employee now earns, he shall reimburse UC Hastings Severance Pay at the rate of 100%. On the other hand, if Employee is hired as a UCSF security guard, within 6 months of the Effective Date, at a lower compensation rate than Employee now earns, he shall only be required to reimburse UC Hastings for the difference between the Severance Pay and his new salary.

3. **Acknowledgement of Compensation:** Employee acknowledges that, in return for this Agreement, he/she will receive compensation beyond that which he/she was already entitled to receive before entering into this Agreement and that he/she was advised by Hastings, and is hereby advised, to consult with an attorney before signing this Agreement. By signing this Agreement, Employee expressly acknowledges that he/she has been given a reasonable period of time within which to consider this Agreement.
4. **No Admission of Liability:** This Agreement shall not in any way be construed as an admission by any Party of liability or of a violation of any rights of any kinds as to another Party, including any breaches of contract, statutory violations, and any wrongful acts or acts of retaliation or any other tort, public policy, grievance, or other right or obligation.
5. **Period for Consideration and Revocation:** Employee acknowledges and agrees that the offer of the Release Agreement is dependent upon his/her execution of this Agreement and that he/she has had twenty-one (21) days to consider this Agreement. Employee acknowledges and agrees that even after executing the Agreement, he/she has seven (7) days subsequent to execution in which to revoke the Agreement. Accordingly, the Agreement will not become effective until the eighth (8<sup>th</sup>) day after the Employee has executed the Agreement. This date shall be the Effective Date. Revocation shall be made by delivering a written notice of revocation by U.S. Mail to be received by that date by the UC Hastings General Counsel. No payments referenced in this Agreement shall be made to Employee if he/she rejects this Agreement. No release shall be effective until all parties have signed the Lay-Off Waiver and Release Agreement.
6. **General Release:** For and in consideration of the respective commitments made herein by each of the parties to this Agreement, and except as set forth in Section 7 of this Agreement, each party does irrevocably and unconditionally release, acquit, and forever discharge each other, and each of the Releasees (defined as

## ATTACHMENT A

past, present and future, subsidiaries, related entities, predecessors, successors, directors, officers, agents, employees, and assigns) from:

Any and all claims, charges, complaints, rights, demands, actions, causes of action, obligations, liabilities, promises, agreements, controversies, damages, suits, rights, demands, costs, losses, debts and expenses (including attorney's fees and costs actually incurred) of any and every kind, nature and character whatsoever (including, but by no means limited to, any and all causes of action for breach of any express or implied contract; breach of any implied covenant of good faith and fair dealing; misrepresentation; intentional infliction of emotional distress; any form of negligence; fraud; deceit; defamation; any claim for indemnification on any basis except as otherwise specifically provided in this Agreement; malicious prosecution or abuse of process; any form of discrimination, harassment or retaliation (or any claim for failure to prevent such discrimination, harassment or retaliation) prohibited under Title VII of the US Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e *et seq.*, California Fair Employment and Housing Act, as amended, Cal. Gov't Code §§ 12940 *et seq.*, or under the Americans with Disabilities Act, 42 U.S.C. § 12101 *et seq.*, or under the Age Discrimination in Employment Act, 29 U.S.C. § 12900 *et seq.*; violation of any provision of the California Constitution, of the California Labor Code, of the California Health and Safety Code, of the California Education Code, of the US Equal Pay Act of 1963, of the Vocational Rehabilitation Act of 1973, of the United States Occupational Safety and Health Act or the California Occupational Safety and Health Act, of the National Labor Relations Act, of the Employee Retirement Income Security Act of 1974, of the Fair Labor Standards Act, of the Employee Polygraph Protection Act of 1988, of the Immigration Reform and Control Act of 1986, of the US Consumer Credit Protection Act of 1968, as amended, of the Worker Adjustment and Retraining Notification Act, or under any other federal, state, county or municipal law, statute, regulation, rule, ordinance, or common law doctrine, arising out of or related to Employee's employment by or with UC Hastings (hereinafter collectively referred to as "Claim" or "Claims"), whether known or unknown, which any party may now have, has ever had, or may in the future have, arising from or in any way connected with any and all matters from the beginning of time to the date hereof.

No release shall be effective until all parties have signed the Lay-Off Waiver and Release Agreement.

7. **Claims Not Waived or Released:** The claims not released through this Agreement include any claims that cannot be released by law, such as claims for unemployment benefits, workers' compensation, or claims relating to the validity of this Release Agreement under the ADEA as amended by the OWBPA. Accordingly, this Agreement does not waive claims under the Age Discrimination in Employment Act that may arise after the date Employee signs it.

ATTACHMENT A

- 8. References:** Employee shall direct all inquiries from prospective employers to the UC Hastings Department of Human Resources. In response to any inquiries, UC Hastings shall respond only with confirmation that Employee was employed by UC Hastings, Employee's last job title, and the dates of Employee's employment. The parties agree that in the event Employee directs prospective employers to contact someone other than the Department of Human Resources to respond to requests for references and employment verifications, UC Hastings will not be liable for any disclosures made in response to employment inquiries that deviate from the preceding sentence. UC Hastings shall provide Employee the right to review all UC Hastings files connected to Employee used for personnel purposes and an opportunity for Employee to remove derogatory material from any and all files connected with Employee used for personnel purposes in conformity with applicable provisions of the parties' MOU within five (5) business days after mutual execution of this Agreement.
- 9. Reciprocal Release:** In further consideration of the foregoing, Employee and UC Hastings hereby expressly waive any and all rights and benefits conferred upon them, by the provision of Section 1542 of the Civil Code of the State of California, which states as follows:

“A general release does not extend to claims which the Creditor does not know or suspect to exist in his favor at the time of executing the release, which if known by him must have materially affected his settlement with the debtor.”
- 10. Governing Law:** This Agreement is entered into in the State of California and shall be construed and interpreted in accordance with the laws of California.
- 11. Plain Meaning and No Oral Modification:** This Agreement shall be interpreted in accordance with the plain meaning of its terms and not strictly for or against any of the parties hereto.
- 12. No Representations:** Each party represents that it has had the opportunity to consult with an attorney, and has carefully read and understands the scope and effect of the provisions of this Agreement. No party has relied upon any representations or statements made by any other party hereto, or by the other party's attorneys, agents, or representatives, with regard to the subject matter, basis, or effect of this Agreement or otherwise, which are not specifically set forth in this Agreement.
- 13. Integration Clause:** This Agreement constitutes the entire Agreement between the Employee and UC Hasting. Any and all prior agreements, promises, representations, and understandings between parties, oral or written, express or implied, are hereby superseded and merged herein.

ATTACHMENT A

- 14. Authority:** The Parties represent and warrant that the undersigned have the authority to act on behalf of them.
- 15. Severability:** In the event that any provision of this Agreement becomes or is declared by a court of competent jurisdiction to be illegal, invalid, unenforceable, or void, this Agreement shall continue in full force and effect without said provision.
- 16. Binding on Successors:** This Agreement shall be binding upon the Parties and upon their heirs, administrators, representatives, executors, successors, and assigns, and shall inure to the benefit of said parties and each of them and to their heirs, administrators, representatives, executors, successors, and assigns.
- 17. Entire Agreement:** Employee and UC Hastings acknowledge and agree that no promises or representations were made which do not appear written herein and that this Agreement contains the entire agreement of the parties as the subject matter thereof. This Agreement shall be construed to be fully enforceable. If for any reason this Agreement or any part of this Agreement is determined to be void or unenforceable, the Agreement and/or any remaining part thereof shall be construed without reference to such void or inapplicable provisions to be an enforceable agreement between the parties.
- 18. Acknowledgement:** The parties acknowledge that they have read and understand the foregoing Agreement and that they sign it voluntarily and without coercion. They further acknowledge that they were given the opportunity to consult with an attorney of their own choosing concerning the waivers contained in this Agreement and that the waivers made herein are knowing, conscious and with full appreciation that they are forever foreclosed from pursuing any of the rights so waived.

IN WITNESSETH WHEREOF, the Parties have executed this Agreement, consisting of six (6) typewritten pages, on the respective dates set forth below.



ATTACHMENT A

**APPROVED AND ACCEPTED:**

Dated: \_\_\_\_\_

\_\_\_\_\_  
Employee

Dated: \_\_\_\_\_

\_\_\_\_\_  
Public Safety Officer's Association

Dated: \_\_\_\_\_

\_\_\_\_\_  
David Faigman, Acting Chancellor & Dean

Approved as to form:

Dated: \_\_\_\_\_

\_\_\_\_\_  
Elise K. Traynum, General Counsel  
University of California  
Hastings College of the Law

**REPORT ITEM**

1.     **REPORT BY:**             Director of Admission, Bryan Zerbe
2.     **SUBJECT:**             Enrollment Management Update
3.     **REPORT:**             Oral Report

**REPORT ITEM**

1.     **REPORT BY:**             Associate Dean for Academic and Professional Success Morris Ratner
2.     **SUBJECT:**             Report Regarding Recent Research to Include Bar Data  
Analysis for 2011 - 2015
3.     **REPORT:**             Written Report

## MEMORANDUM

To: UC Hastings Board of Directors  
From: Morris Ratner, Associate Dean for Academic and Professional Success  
Date: August 31, 2016  
Re: Bar Passage Research

We conducted research this summer memorialized in Exhibits A-C, attached and summarized below. This research will inform the work of various administrators and faculty committees working together to promote our graduates' success on the bar exam.

- **Exhibit A:** Morris Ratner, "History of UC Hastings' Bar Passage Interventions: 1990 - Present" (August 21, 2016).

I reviewed our files and talked to UC Hastings administrators and faculty involved in efforts to address bar passage over the past quarter century. Per the memorandum, "the eras I have identified plot a trajectory from a relatively greater emphasis on admissions, grade signaling, and exit (disqualification) in the Kane era; to an emphasis on supporting the bottom 10 percent in the Marshall era; to an expansion of the reach of support interventions in the Field era to all Q4 students, and even in to Q3. My plan as Associate Dean of Academic and Professional Success is both to continue along this trajectory, by promoting interventions that reach well beyond Q4, and also to disrupt it by emphasizing a holistic 'whole-school' approach to improving bar pass rates, one that invites and equips faculty from across the curriculum to participate in the solution." (Exh. A, at 1.)

- **Exhibit B:** Stephen N. Goggin, Ph.D., "Analysis of California Bar Exam Passage at UC Hastings, 2011-2015" (August 21, 2016) (special thanks to Jeff Lefstin, Heather Field, and Jared Ellias for their assistance with this statistical analysis project).

Dr. Goggin's report analyzes five years of bar passage and other data regarding 2011-2015 graduates who sat for the California bar exam, for the purpose of assessing the efficacy of three of our traditional curricular interventions to improve student performance, i.e., bar-subject courses, Legal Analysis, and Critical Studies (for-credit bar prep classes). In short, Dr. Goggin's key findings are:

- (1) ***Upper Division Bar-Subject Classes and Bar Passage:*** During the same period that our first-time California bar passage rate floated down with the state average for ABA-accredited law schools from 79% to 68%, the average number of bar-subject classes taken for a grade dropped 26%, from 5.89 upper division bar-subject classes per student to 4.37. Depending on the quartile, additional bar-subject classes taken for a grade have a substantial positive effect on the probability of bar passage. For example, for non-LEOP students in the third quartile (50-75%), there is an approximately 4.65% increase in the probability of passing the California bar exam for each upper division bar-subject class taken for a grade. (Exh. B, at 32.)

- (2) ***Efficacy of Legal Analysis***: Our standalone Legal Analysis course which, in recent years, we have required students in the bottom quartile to take and have allowed others to take has no clear positive effect on law school GPA (“LGPA”) or on bar passage if taken during the Spring of the 1L year, but has a possibly negative effect on bar passage if taken in the Fall of the 2L year (Report at 47-48.) There are reasons to believe Dr. Goggin’s report may understate the positive effects of Legal Analysis, due to the way the Associate Academic Dean exercised discretion to permit students to opt out of this requirement. (Exh. B, at 3 and 48.)
- (3) ***Efficacy of Critical Studies***: Completion of the Critical Studies courses we offered in the relevant period did not have a clear positive or negative effect on bar passage.

Associate Academic Dean (“AAD”) Jeff Lefstin is considering changes to messaging to students and academic supervision requirements associated with all of the foregoing courses. In addition, we are attempting to bolster and reinforce the skills training in the standalone legal analysis course both by adding upper division doctrinal/legal analysis hybrid classes, and by encouraging doctrinal professors to emphasize the same skills across the curriculum. Finally, we have already modified the content and form of the Critical Studies courses, and will continue to do so until those courses show the same boost in bar pass rates that similar courses show at other schools.

- **Exhibit C**: Stefano Moscato, “Law School Survey – Bar Success Strategies,” (August 10, 2016) (with attachments; special thanks to Toni Young and Laurie Zimet for their help gathering information).

Lecturer Stefano Moscato undertook an enormous research project this past summer, surveying the empirical literature on classroom pedagogy and academic and bar support interventions, and researching sister law schools’ efforts to achieve high bar pass rates. He found that, among other things, UC Hastings’ bar pass rates appear to be what one would predict based on entering student metrics and our historically high transfer-out rate. His research suggests a trend in the schools whose graduates do well on the bar of systematic efforts to provide individualized feedback to students in doctrinal classes, to “front-load” legal analysis skill development in the 1L year, and to provide multiple opportunities for students in upper division classes to continue to hone those skills, including via hybrid doctrinal/legal analysis classes.

Stefano’s findings are consistent with steps we are taking this year on each of these fronts.

# Exhibit A

To: File  
From: Morris Ratner, Associate Dean for Academic and Professional Success  
Date: August 21, 2016  
Re: History of UC Hastings' Bar Passage Interventions: 1990 to Present

The College has been engaged in a sustained conversation about bar passage for decades. Periodically, we have diagnosed and attempted to treat the problem. Despite these efforts, the College's bar pass rate has typically floated with the state average for ABA-accredited law schools. I selected 1990 as a starting point for my research, because it appears to be the year we began to engage in particularly rigorous data-driven analysis and reform.<sup>1</sup> Since 1990, we have had five such periods:<sup>2</sup> (1) the Kane era (early 1990s); (2) the Brian Gray report era (2001-2004); (3) the Marshall era (2009-2013); (4) the Hillman/Field era (2013-2016); and (5) the Hillman/Goishi era. These are not the only periods during which we innovated to improve academic success in general or bar passage in particular. But these eras represent concentrated efforts directed specifically at bar passage. In general, the eras I have identified plot a trajectory from a relatively greater emphasis on admissions, grade signaling, and exit (disqualification) in the Kane era; to an emphasis on supporting the bottom 10 percent in the Marshall era; to an expansion of the reach of support interventions in the Field era to all Q4 students, and even in to Q3. My plan as Associate Dean of Academic and Professional Success is both to continue along this trajectory, by promoting interventions that reach well beyond Q4, and also to disrupt it, by emphasizing a holistic "whole-school" approach to improving bar pass rates, one that invites and equips faculty from across the curriculum to participate in the solution.<sup>3</sup>

### 1. Early 1990s: The Kane Era

In the 1990s, we embarked on a data-driven inquiry into bar passage problems. Our records are mostly hard copy and are incomplete. In an April 27, 1990 memorandum to the faculty, Academic Dean Daniel Lathrope<sup>4</sup> reported that the College's first-time taker pass rate and ranking within the ABA-approved law schools (at 81.4% in 1989, 78.5% in 1988), 87.2% in 1987, and 75.6% in 1986) "has not been positive," prompting him and Dean Read to crunch some numbers. They found that of the 344 Hastings graduates who sat for the Bar in 1989, 280 passed and 64 failed. The failures were unevenly disbursed across quartiles (0 in Q1, 3 in Q2, 18 in Q3, and 43 in Q4). Their manual review of students' transcripts revealed that (1) the number of second year bar courses taken did not appear to be a factor distinguishing those who did and did not pass; and (2) "[t]he transcripts of passers and non-passers showed no apparent correlation between passing

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<sup>1</sup> An example of one of the earlier bar passage related analyses I found in our hard copy files is a December 9, 1977 from Dean Marvin J. Anderson to the faculty re "1977 Fall Bar Examination Statistics," which notes that the 1977 bar exam results for the first three quartiles were "good," with a first-time pass rate of 91.8%. But the fourth quartile pass rate was only 32.9%. "Of the regular admittee graduates [in that fourth quartile], 85.6% passed. Of the special [LEOP] admittee graduates, 16.2% passed." Dean Anderson noted that this "catastrophic" pass rate was part of a trend that persisted "in spite of a substantial increase in tutorial programs and special workshops."

<sup>2</sup> My access to information predating the Field era is limited, so this summary of the four main periods of interventions is incomplete.

<sup>3</sup> This memorandum is focused on the history of our interventions. My recent memoranda to faculty regarding pedagogy focus on the future.

<sup>4</sup> Later this same year, in 1990, Mary Kay Kane became Academic Dean. Mary Kay Kane was Academic Dean from 1990-93, and Dean from 1993-2006.

and not passing based on the number of non-GPA credits a student takes”; but that (3) disqualified students who were readmitted and remained in the fourth quartile comprised a substantial portion of the non-passers.<sup>5</sup>

Academic Dean Kane added firepower to the data analysis. In a November 16, 1992 memorandum to the Board of Directors, she noted that Hastings had just “completed the purchase of the statistical computer package that will give us much more statistical power and, in particular, allow us to do a logistical regression analysis of the information that we have identified as salient.”<sup>6</sup> In the interim, however, using LOTUS, Mary Kay and her team including Eric Noble performed analyses to help answer the question of why Hastings’ bar pass rate floated with the state average. One hypothesis was that admissions criteria were the culprit; the school had not been using the formula provided by LSAC for weighing the LSAT and undergraduate GPA, which they changed in 1990. Looking at LSAT and GPA, Mary Kay reported that students below a certain threshold (LSAT of 32 and 2.42 entering GPA) had a substantially lower probability of passing the bar.

The record I have reviewed to date does not draw a straight line between this analysis and any one reform or package of reforms. But bar passage remained something the College closely monitored throughout Mary Kay’s tenure as Academic Dean and Dean, and the desire to improve bar passage likely influenced the work of various committees in this period. That desire reached a crescendo in the early 2000s, producing the report and package of reforms described in the next section.

## 2. 2002-2004: The Brian Gray Report Era<sup>7</sup>

In 2002, the Academic Standards Committee chaired by Brian Gray worked through a consultant, Susan Bassein, Ph.D., to analyze bar passage data.<sup>8</sup> Dr. Bassein determined that the number one predictor of bar passage was a student’s first year law school grades and that the bottom quartile was at greatest risk of failing the bar. The report was designed to help the faculty achieve the goals of improve LGPA and bar pass rates, focusing on admissions, grading, disqualification, academic support, and class enrollment, and to help meet the Board’s stated goal of an 85 percent first-time pass rate. The report concluded that: (1) undergraduate GPA was a weak or inconsistent predictor of success in law school or on the bar, that LSAT was a more consistent but still weak predictor, and that law school GPA (“LGPA”) was the best predictor; (2) enrollment in Legal Analysis did not significantly improve students’ academic performance in law school or on the bar exam; and (3) the number of clinical courses, non-GPA units, and bar courses had no effect on bar passage on the first or second attempt.

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<sup>5</sup> April 27, 1990 Memorandum from Academic Dean Daniel J. Lathrope to the faculty re “Information concerning the July, 1989 California Bar Exam,” at 4 (“The most troubling thin we have discovered so far is the difference in first-time Bar pass rate between fourth quartile graduates who have been disqualified or on probation and fourth quartile graduates who have not been disqualified or on probation.”).

<sup>6</sup> November 16, 1992 Memorandum from Academic Dean Mary Kay Kane to Hastings Board of Directors re “Progress Report on Bar Passage Study.”

<sup>7</sup> This summary of the Gray report comes both from the report itself and from Shauna Marshall’s February 21, 2009 memorandum analyzing it.

<sup>8</sup> See Susan Bassein, *Empirical Analysis & Results of the Bar Pass Study 2001-2002* (2002).



After reviewing that 2002 report, the Academic Standards Committee made recommendations, including: (1) increasing the minimum GPA for continuing from the first year to the second from 1.8 to 2.0; (2) tightening the standards of academic disqualification; (3) increasing the number of students under academic supervision; and (4) requiring the AD's permission before admitting any student with an LSAT score lower than 150.<sup>9</sup>

In 2004, Hastings commissioned another study by Dr. Bassein, extending her analysis to additional class years.<sup>10</sup> The study concluded that: (1) LGPA was still the best predictor of bar passage; (2) no new data were available to justify additional testing on the efficacy of Legal Analysis; and (3) the graduating classes of 2002 and 2003 contained a much higher proportion of "Committee admits" with lower metrics whose relatively lower pass rate on the bar could not be explained by their metrics alone.

Dr. Bassein's 2004 report coincided with additional actions by the faculty, including: (1) a requirement that 4 percent of grades given in 1L classes be below C; (2) the undertaking of efforts to ensure that students studying for the bar did not need to work; (3) a commitment to better matching the disability accommodations students receive at Hastings and on the bar exam; and (4) a request that the GC to hire an "expert on learning disabilities."

### 3. 2009-2013: The Marshall Era

Shauna Marshall served as AD from July 1, 2005 to June 30, 2013. In 2009 Shauna reviewed the bar passage issue again. Building off the 2002 bar passage study and looking at more recent data the College collected relating to the five years prior to 2009, Shauna noted in a February 21, 2009 memo to the Board that "[d]uring the past 5 years Hastings first time bar passage rate has been between 81% and 84%," with a combined first/second timer pass rate of between "93% and 94%," but that the school had recently been surpassed by "second tier schools" that had "significantly improved their bar passage rates, thereby lowering our relative standing."

Shauna made a number of recommendations in her February 21, 2009 memorandum to the Board, including: (1) adopting interventions aimed primarily at the fourth quartile, including the creation of for-credit bar prep classes (what we now call "Critical Studies") in the 3L year, and support so they do not have to work the summer before taking the bar exam; (2) via DRP, ensuring that students who need accommodations get them on the bar (an effort that is ongoing); (3) finding ways for faculty teaching bar courses to learn what is covered and tested on the bar (an effort I am making this year); and (4) "ensur[ing] that the programs and policies in place at Hastings are consistently followed," including the application of our curve.

In an August 11, 2009 memorandum to her Bar Passage Team (Jan Jemison, Keith Wingate, and Laurie Zimet), Shauna described the hybrid doctrinal and legal analysis classes at UC Berkeley designed by Kristen Holmquist, which teach the bar-tested subjects in a "clear and explicit manner" with "no hiding of the ball" and include legal analysis exercises, but did not at

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<sup>9</sup> See Academic Standards Committee, *Final Report on the Performance of Hastings Graduates on the California Bar Examination and Proposed Amendments to the Academic Regulations* (April 18, 2002).

<sup>10</sup> See Susan Bassein, *Report to the Bar Pass Study Group* (2004), at 1 ("This study extends to the graduating classes of 2001-2003 the analysis" of the prior Report).

that time recommend adopting the model.<sup>11</sup> Shauna and her team identified the following challenges: (1) insufficient funds for students to focus on bar study upon graduating; (2) poor student participation in ASP, in a precursor program to Ready, Set, Bar!, and in LEOP Bar None; (3) lack of faculty familiarity with bar subject emphasis and testing methods; (4) lack of integration among ASP, LEOP and Hastings bar subject classes; and (5) failure of students who receive accommodations via DRP to get those same accommodations on the bar.

That particular year, Shauna opted to focus on two projects: (1) developing a for-credit bar passage class, which has been developed over time into our existing Critical Studies program; and (2) familiarizing faculty and staff with bar exam subjects (what is tested) and methods (how), an effort that continued into the Field era, and that we are continuing this year.

During this period, UC Hastings also hired Hanover Research to prepare a May 2013 Bar Passage Study,<sup>12</sup> the goal of which was to examine the impact of “soft” factors “such as activity participation while in law school, bar preparation courses taken, and family/work commitments” on a graduate’s first attempt to pass the bar. The study concluded that four main factors were “significant in predicting bar passage on the first attempt,” i.e., (1) final LGPA, (2) international law concentration, (3) Hastings Law Journal, and (4) work obligations.

Overall, “soft” factors, such as having a concentration or participating in student activities while in law school, are not statistically significant correlates of whether or not a student will pass the bar exam on the first attempt. The only significant predictors – international law and Hastings Law Journal – are actually associated with a decreased probability of passing the bar exam on the first attempt. Other factors, such as the type of bar preparation course taken...do not exhibit an impact on passage.<sup>13</sup>

The study notes that students who indicated that they had to work the summer before the bar were 17 percent less likely to pass.<sup>14</sup>

#### 4. 2013-2016: The Hillman/Field Era

Heather Field served as AAD from July 1, 2013 – January 31, 2016. In part in response to changing student metrics and characteristics, Heather expanded the range and reach of interventions designed to increase bar passage. The first class to benefit from the full force of her interventions will be the graduating class of 2017. Here is a just a representative sampling:

- Enrollment Management: Heather participated in efforts to raise the GPA threshold for continuation, reduce the number of disqualified students readmitted, and retain the strongest students.

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<sup>11</sup> Stefano Moscato has proposed a class that is a beachhead for that model here. It is being reviewed by the Curriculum

<sup>12</sup> See Hanover Research, Bar Passage Study Prepared for University of California, Hastings College of the Law (2013).

<sup>13</sup> *Id.*, at 3.

<sup>14</sup>

- Curriculum: Beth Hillman and Heather increased the number of Critical Studies sections and promoted integration of “bar essay questions” into 1L doctrinal classes. Heather also successfully encouraged the faculty to expand academic supervision from the bottom 10 percent to the entire fourth quartile, engaging in a number of moves to ensure they received academic counseling and were required to take Legal Analysis or Critical Studies, as appropriate. She also encouraged faculty to give more in-class, closed-book exams, to coordinate with each other re bar coverage and teaching techniques, and to provide more individualized feedback.
- Other Programming: With assistance from many others, Heather expanded 1L orientation with more academic readiness programming; implemented more bar programming during the year to orient students toward the bar; and provided additional support for students studying for the bar, from bar lunches to making seminar rooms available for students taking bar prep classes online.
- Culture Shift: One of Heather’s main objectives was to accomplish a shift in student culture toward greater awareness of the need to consider bar passage, which she did through orientation, workshops, and advising.

Heather did much of her own data analysis during this period, using it as the foundation for multiple presentations to the faculty and the Board. As Heather has stated, two useful takeaways from the data are (a) second time pass rates, particularly for students in the bottom two quartiles, suggest that these students can pass the bar, meaning that additional investment in resources/support to help them can produce positive results, and (b) the uptick in the fourth quartile’s July 2015 first time bar pass rate suggests that something we did made a difference.

#### 5. 2016: The Hillman/Goishi Era

During her productive one-semester tenure as inaugural and Interim Associate Dean for Academic and Professional Success, Miye Goishi built on Heather’s reforms, by, for example, expanding Critical Studies to include a new MBE component; and developing a new summer bar prep and tutoring program (BEST). Miye also furthered the process of changing our academic support program culture, and moved us substantially forward in the effort to better integrate our academic support programs, e.g., by putting the programs in conversation with each other and proposing a new staffing model we are now implementing.

# Exhibit B

# Analysis of California Bar Exam Passage at UC Hastings, 2011-2015

Presented to Associate Dean for Academic and Professional Success  
Morris Ratner

By Stephen N. Goggin, Ph.D.\*

August 21, 2016

This report answers four questions relating to California Bar Exam passage among UC Hastings graduates from 2011 to 2015: First, descriptively, how have CA bar passage rates, bar subject coursework, and graduating class characteristics changed at UC Hastings from 2011-2015? Second, how does bar subject coursework, overall and by specific course, whether taken for a grade or credit/no-credit, relate to CA bar passage? Third, how does Legal Analysis affect students' subsequent LGPA and CA bar passage? Finally, how does enrollment in Critical Studies affect students' probability of passing the CA bar? To answer these questions, I employ a variety of statistical models and nonparametric matching procedures. The report contains core analyses used to assess these four first-order questions and several additional second-order questions, while the Appendix contains a number of alternative model specifications also discussed in the main report.

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# 1 Brief Summary

1. Among UC Hastings graduates, California Bar Exam Passage has decreased from 79% to 68% from 2011-2015. Over the same time period, the average number of upper-division bar subject courses has decreased from 5.96 to 5.36, and the average number of these bar subject courses taken for a letter grade has decreased from 5.89 to 4.37, a 26% drop.
2. Across all students, there appears to be an inconsistent, but modest and positive effect of additional bar coursework (beyond required 1L bar subjects) on probability of bar exam passage, controlling for a wide variety of student characteristics. This effect is more pronounced when only examining bar subject courses taken for a letter grade, yielding an average increase of 1.56% probability in passing the bar exam on first attempt per additional course.
3. Across all students, there is no clear positive or negative relationship between any particular bar subject course and bar exam passage. Furthermore, there is no clear increase in probability of bar passage among students earning higher grades in these courses.
4. Students in the 3rd-highest LGPA quartile appear to reap the largest benefit from additional bar coursework, with an average increase in bar passage probability on first attempt of 3.5% per additional bar subject course. This effect is mostly concentrated among students not admitted through the Legal Education Opportunity Program (LEOP). For LEOP admits, there is no clear positive relationship between additional bar subject coursework and an increased probability of bar passage.
5. Neither the first-year Legal Analysis course nor the upper-division course appears to have a clear positive or negative effect on bar passage or subsequent LGPA. However, varied discretion in waiving the Legal Analysis requirement for some students prevents dispositive conclusions about the size of this effect, as these waivers may suppress its effect.
6. Completing Critical Studies courses in a student's third year does not appear to have a clear positive or negative effect on bar passage or third-year LGPA.

## 2 Bar Passage at UC Hastings, 2011-2015

In this section, I detail trends in California Bar Exam passage among UC Hastings students and describe the treatment and control variables used in the various models and matching analyses used in the remainder of the report.<sup>1</sup> Table 1 shows all variables used in subsequent analyses, as well as the possible values these variables take.<sup>2</sup> The data for all  $N = 1794$  on all these variables was provided by the UC Hastings Registrar, and features almost no missing data.<sup>3</sup> The dataset contains roughly equal numbers of graduates who took the California Bar Exam for all five years, although substantially fewer in 2015, with 390, 408, 355, 372, and 269 students graduating in 2011, 2012, 2013, 2014, and 2015, respectively.<sup>4</sup>

Table 2 displays the average value of all of these variables among students graduating in each year. For all binary variables, these mean levels can be interpreted as the proportion of the sample with that characteristic. For easier interpretation, the mean levels for the outcome variable (CA bar passage) are plotted in Figure 1, including the values broken out by Legal Education Opportunity Program (LEOP) admission and UC Hastings final GPA quartile. Similarly, Figure 2 shows the mean

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<sup>1</sup>A separate replication archive has been provided that contains all statistical code in Stata and R used to generate these analyses, as well as a full dataset of all variables. Stata was used for all OLS and Logistic regression models, while matching analyses and the plotting of figures was done in R.

<sup>2</sup>While many of these variables are categorical and mutually exclusive, they are recoded into binary, “dummy” variables for their inclusion in statistical models. For these analyses, a single category is omitted, yielding estimates among the remaining categories that can be interpreted as differences from the omitted category.

<sup>3</sup>Notably, the dataset only contains UC Hastings graduates who took the California Bar Exam. For those statistical models controlling for pre-admissions criteria (e.g. LSAT, Undergraduate GPA), there are some missing data, particularly among transfer students, resulting in the exclusion of roughly 5% of the sample, resulting in only 1706 students analyzed.

<sup>4</sup>Because I analyze bar passage on first-attempt regardless of graduation year, my figures may differ very slightly from previous internal UC Hastings reports. That is, rather than only tabulate May 2015 graduates’ performance on the July 2015 bar, my figures for 2015 bar performance on the first attempt contain all graduates who took the CA bar exam for the first time in 2015, even if they graduated in previous years. This change in coding only matters for several students per year, but makes the analysis based on graduation year much simpler, resulting in students not being dropped from the analysis if they chose not to take the CA bar immediately. Regardless, this change affects less than 1% of the sample.



Outcome Variable	Coding
Bar (Any)	1 if student passed CA bar exam on any attempt, 0 if not.
Bar (1st)	1 if student passed CA bar exam on first attempt, 0 if not.

Treatment Variable	Coding
bar_courses	# of bar courses a student completed
bar_courses_forletter	# of bar courses a student took for a letter grade (i.e. no CR/NC)
bar_course_units	# of bar course units a student completed
course_X_taken	1 if student took course "X", 0 if not.
course_X_forgrade	1 if student took course "X" for a letter grade, 0 if not.
course_X_grade	Student's letter grade for course "X" on 0-4 scale, 0 if student did not take course
la_1.taken	1 if first-year course of Legal Analysis taken, 0 if not
la_2.taken	1 if upper-division course of Legal Analysis taken, 0 if not
crit_studies.1.taken	1 if first semester of Critical Studies taken, 0 if not
crit_studies.2.taken	1 if second semester of Critical Studies taken, 0 if not

Control Variable	Coding
class2015	1 if grad_year = 2015, 0 if not
class2014	1 if grad_year = 2014, 0 if not
class2013	1 if grad_year = 2013, 0 if not
class2012	1 if grad_year = 2012, 0 if not
class2011	1 if grad_year = 2011, 0 if not
undergrad_GPA	0-4, with grades traditionally represented, e.g. A=4, B=3
undergrad_top25	1 if student attended USNews 2016 Top 25 School (UCLA/UCB excluded), 0 if not.
undergrad_CSU	1 if student attended CSU, 0 if not.
undergrad_UC	1 if student attended UC, 0 if not.
lsat_score	Raw LSAT score
leop_admit	1 if admitted through LEOP, 0 if not.
transfer_status	1 if transfer student, 0 if not.
LGPA	Law School GPA, traditionally represented
conc_civil	1 if concentration = civil litigation, 0 if not
conc_ip	1 if concentration = intellectual property, 0 if not
conc_crim	1 if concentration = criminal, 0 if not
conc_sjc	1 if concentration = social justice lawyering, 0 if not (also includes former *pbin concentration)
conc_envr	1 if concentration = environment, 0 if not
conc_govt	1 if concentration = government law, 0 if not
conc_hlth	1 if concentration = health sciences, 0 if not
conc_intl	1 if concentration = international law, 0 if not
conc_tax	1 if concentration = taxation law, 0 if not
jud_ext	1 if student had judicial externship, 0 if not
clinical_courses	0-8 number of clinical courses a student took at UC Hastings
leave_of_absence	1 if student took leave of absence, 0 if not
study_abroad	1 if student studied abroad, 0 if not
journal_hastings	1 if student worked on Hastings Law Journal, 0 if not
journal_other	1 if student worked on another journal (besides Hastings), 0 if not
moot_team	1 if student was on moot trial team, 0 if not

Table 1: Variable codings for statistical models

Variable	Graduation Year				
	2011	2012	2013	2014	2015
bar_passage_any	0.94	0.93	0.92	0.87	0.68
bar_passage_1	0.79	0.76	0.76	0.69	0.68
bar_courses	5.96	6.04	5.61	5.45	5.36
bar_courses_forletter	5.89	5.98	4.96	4.50	4.37
bar_course_units	18.99	19.75	18.84	18.33	18.08
la_1_taken	0.05	0.04	0.07	0.08	0.09
la_2_taken	0.02	0.06	0.05	0.03	0.01
crit_studies_1_taken	0.11	0.10	0.09	0.10	0.22
crit_studies_2_taken	0.09	0.08	0.10	0.14	0.29
undergrad_GPA	3.53	3.52	3.53	3.53	3.51
undergrad_top25	0.09	0.16	0.11	0.09	0.07
undergrad_CSU	0.06	0.08	0.07	0.10	0.08
undergrad_UC	0.52	0.48	0.52	0.47	0.43
lsat_score	160.56	162.12	161.49	160.32	160.01
leop_admit	0.17	0.18	0.17	0.19	0.17
transfer_status	0.06	0.04	0.09	0.07	0.09
LGPA	3.18	3.19	3.23	3.25	3.30
conc_civil	0.04	0.05	0.04	0.03	0.04
conc_ip	0.04	0.02	0.03	0.03	0.05
conc_crim	0.04	0.02	0.05	0.04	0.01
conc_sjc	0.03	0.02	0.05	0.02	0.04
conc_envr	0.00	0.00	0.00	0.00	0.02
conc_govt	0.00	0.00	0.01	0.01	0.01
conc_hlth	0.02	0.01	0.03	0.02	0.02
conc_intl	0.03	0.03	0.02	0.02	0.02
conc_tax	0.04	0.05	0.06	0.05	0.06
jud_ext	0.30	0.27	0.26	0.26	0.25
clinical_courses	1.77	1.77	2.14	2.25	2.53
leave_of_absence	0.02	0.02	0.04	0.01	0.01
study_abroad	0.07	0.07	0.06	0.07	0.06
journal_hastings	0.13	0.11	0.14	0.13	0.14
journal_other	0.39	0.43	0.41	0.39	0.41
moot_team	0.11	0.12	0.15	0.14	0.18
course_civilprocedure2_taken	0.49	0.64	0.53	0.48	0.55
course_conlaw2_taken	0.82	0.84	0.83	0.78	0.75
course_corporations_taken	0.56	0.39	0.21	0.14	0.43
course_businessassoc_taken	0.05	0.31	0.53	0.66	0.41
course_criminalproc_taken	0.76	0.86	0.80	0.83	0.77
course_cacivilproc_taken	0.51	0.45	0.39	0.29	0.21
course_evidence_taken	0.97	0.99	0.98	0.97	0.98
course_advtorts_taken	0.00	0.00	0.00	0.00	0.00
course_contracts2_taken	0.07	0.06	0.02	0.02	0.08
course_willtrusts_taken	0.65	0.64	0.63	0.58	0.54
course_cacommprop_taken	0.00	0.00	0.00	0.01	0.15
course_commprop_taken	0.38	0.38	0.34	0.34	0.14
course_fedcourts_taken	0.15	0.06	0.07	0.10	0.11
course_remedies_taken	0.54	0.41	0.28	0.26	0.25
course_civilprocedure2_forgrade	0.49	0.64	0.50	0.42	0.48
course_conlaw2_forgrade	0.81	0.83	0.75	0.67	0.64
course_corporations_forgrade	0.56	0.39	0.19	0.08	0.31
course_businessassoc_forgrade	0.05	0.29	0.36	0.43	0.22
course_criminalproc_forgrade	0.74	0.85	0.72	0.74	0.60
course_cacivilproc_forgrade	0.51	0.45	0.33	0.22	0.16
course_evidence_forgrade	0.96	0.98	0.95	0.90	0.93
course_advtorts_forgrade	0.00	0.00	0.00	0.00	0.00
course_contracts2_forgrade	0.07	0.06	0.02	0.01	0.07
course_willtrusts_forgrade	0.65	0.64	0.52	0.44	0.38
course_cacommprop_forgrade	0.00	0.00	0.00	0.01	0.12
course_commprop_forgrade	0.37	0.38	0.28	0.26	0.13
course_fedcourts_forgrade	0.15	0.06	0.06	0.09	0.10
course_remedies_forgrade	0.54	0.40	0.28	0.22	0.23

Table 2: Mean Values of All Variables, By Graduation Year

NOTE:  $N = 1794$  For all variables coded 0-1, the mean value can be interpreted as the proportion of the sample within that graduation year with that given attribute.

levels of bar subject course enrollment, also broken out by LEOP admission and GPA quartile.

Several important trends over time are worth noting with respect to several treatment, outcome, and control variables. First, CA bar passage on first attempt has steadily declined over the graduating classes from 2011 to 2015, dropping from 79% to 68% in 2015, tracking a statewide ABA law school bar pass decline from 76.2% to 68.0% in the same period. The decline in the pass rate for UC Hastings first-time test takers is steady for bar passage on any attempt, although the figure is noticeably lower for those graduating in 2015 because at the time of the construction of the dataset, students graduating in 2015 had only one recorded attempt to pass the bar exam.<sup>5</sup> As shown in Figure 1(b), this decline is present for both LEOP and non-LEOP students, despite the lower baseline passage rate for LEOP students. If we examine the drop in bar passage by students' LGPA quartile in Figure 1(c) and (d), we can see that the decline, while present for all GPA quartiles, is largest among those in the bottom three GPA quartiles.

Upper division bar subject coursework has also seen a steady decline over this five year period, particularly with respect to the average number of courses taken for a grade by students. In the 2011 graduating class, students took an average of 5.96 upper-division bar subject courses – the courses shown in the bottom of Table 2 – taking an average of 5.89 for a letter grade. In the 2015 graduating class, students took an average of only 5.36 upper-division bar subject courses, with only an average of 4.37 for a letter grade, with the remainder taken “Credit / No Credit.” These trends, shown in Figure 2 are not particularly concentrated among a single subset of students. The decline in bar subject coursework, both total and for a letter grade, exists for both LEOP and non-LEOP students (shown in Figure 2(b)), and among all four GPA quartiles (shown in Figure 2(c) and (d)). As shown in Table 2, this decline

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<sup>5</sup>The California State Bar has not yet released student-specific bar pass information for the February 2016 bar exam.

is not particularly concentrated among any particular bar subject course.<sup>6</sup>

With respect to the variety of other control variables – both those describing pre-admission student characteristics and students’ activities at UC Hastings – there are very few noticeable trends over time. With respect to admissions criteria, average undergraduate GPA, average LSAT scores, LEOP admission, and undergraduate institution have remained remarkably consistent among graduates from 2011 to 2015.<sup>7</sup> Notably, students’ average final GPAs at UC Hastings have increased from 3.18 to 3.30 over this time period, and students have substantially increased the average number of clinical courses taken, from 1.77 to 2.53.<sup>8</sup>

Across all five graduation years, bar subject coursework is generally concentrated on a few specific courses. Table 3 displays the percentage of students taking each course for a letter grade and overall. The most common courses are Evidence (368), Criminal Procedure (328), and Con Law II (290), with over 80% of the graduating students taking each course. On the other hand, Advanced Torts (563/796), Contracts II (300), California Community Property (265), and Federal Courts (376) all have been taken by less than 10% of the graduating students.

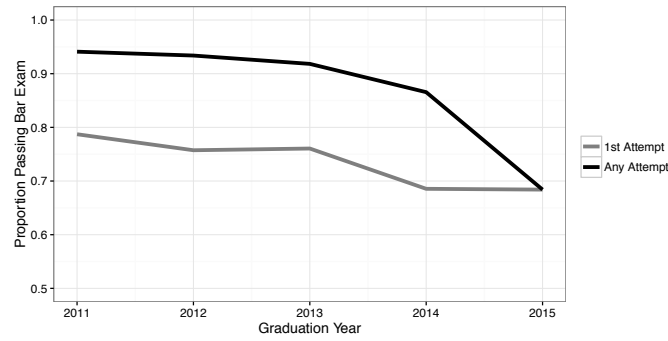
The statistics provided in this section provide a rough overall picture of bar exam performance among recent UC Hastings graduates and the graduates themselves. However, they largely do not answer questions of the relationship between these variables. Ideally, we would like to know not only how these variables are correlated, but how how bar subject coursework, enrollment in Legal Analysis, or enrollment in

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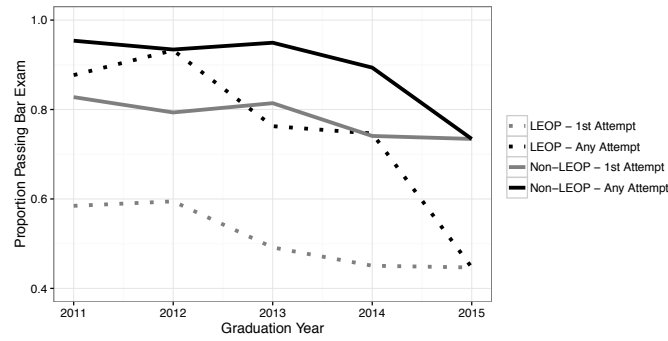
<sup>6</sup>There is decent variation year-to-year on these courses, likely due to varying course offerings and schedules, but no particularly dramatic positive or negative trend across the whole time period for any one particular course.

<sup>7</sup>It is worth noting that these are simply the averages. It is entirely possible, that the distribution of undergraduate GPA and LSAT scores have changed over this time period, particularly at the ends of the distribution in the first and fourth quartiles. To more closely examine this, Figures 3 and 4 in the Appendix display histograms of students’ LSAT scores and undergraduate GPAs, respectively. Despite some variation year-to-year, there is no completely clear trend in distributional change.

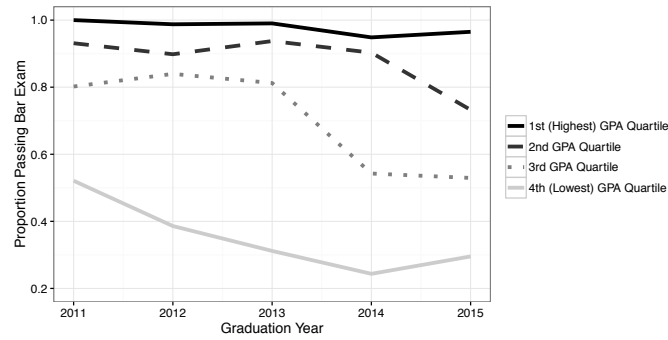
<sup>8</sup>Over the same time period, the number of clinical units has increased from 6.98 to 8.25. Because the number of clinical units and number of clinical courses are correlated at  $r = 0.88$ , I only use the number of clinical courses in the ensuing analyses. Due to several outlying students in hours, the number of courses provides a cleaner representation of this variation.



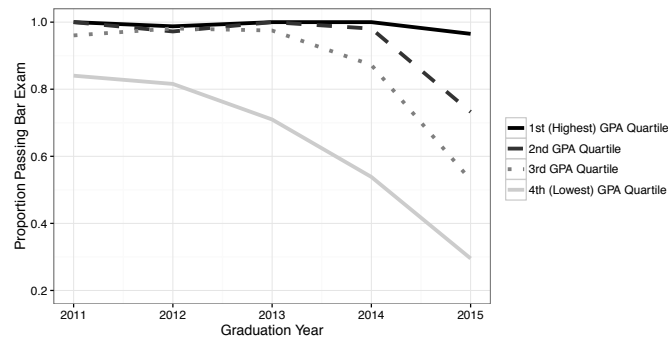
(a) Total Bar Passage, by Attempt



(b) Bar Passage, by Attempt and LEOP Admission

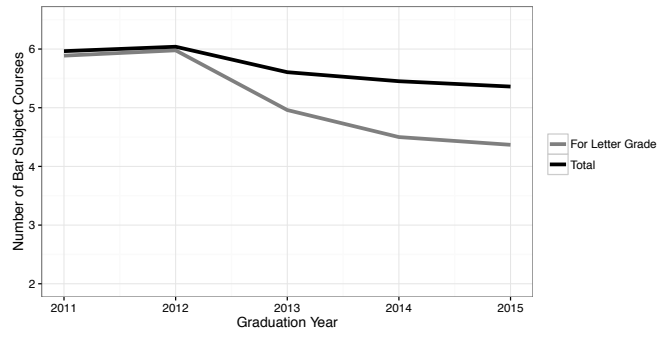


(c) 1st Attempt Bar Passage, by GPA Quartile

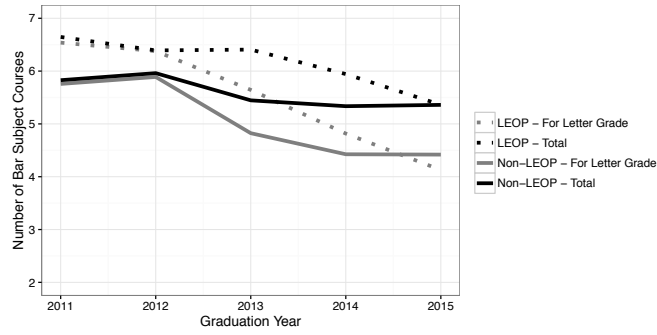


(d) Any Attempt Bar Passage, by GPA Quartile

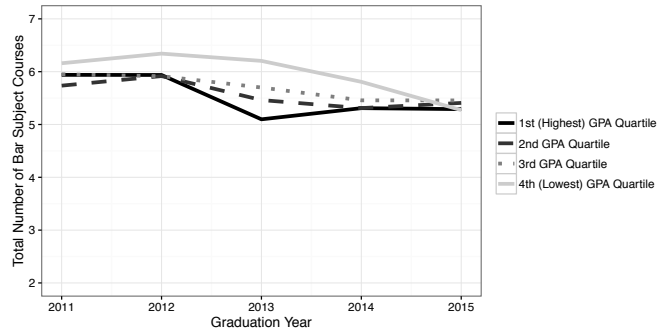
Figure 1: UC Hastings Bar Passage Rates, 2011-2015



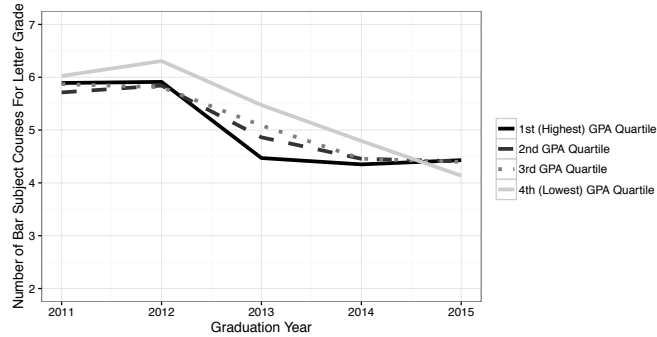
(a) Total Bar Subject Course Enrollment



(b) Bar Subject Course Enrollment by LEOP Admission



(c) Total Bar Subject Course Enrollment by GPA Quartile



(d) Bar Subject Course Enrollment (For Letter Grade) by GPA Quartile

Figure 2: UC Hastings Bar Subject Course Enrollment, 2011-2015

Bar Subject Course	% of Students	% For Letter Grade
Civil Procedure II (275)	53.96%	51.11%
Con Law II (290)	80.66%	74.75%
Corporations (311/312)	72.97%	58.14%
– OR Business Associations (314)	-	-
Criminal Procedure (328)	80.77%	74.30%
California Civil Procedure (246)	38.13%	34.78%
Evidence (368)	97.94%	94.48%
Advanced Torts (563/796)	0.00%	0.00%
Contracts II (300)	4.74%	4.63%
Wills & Trusts (583/647)	61.32%	53.90%
California Community Property (265)	2.34%	1.84%
Community Property (264)	32.66%	29.38%
Federal Courts (376)	9.92%	9.31%
Remedies (552)	35.95%	34.28%

Table 3: Percentage of Students Taking Bar Subject Courses

NOTE: N=1794. Both percentages are of overall students. Because Corporations (311/312) and Business Associations (314) cover the same content and only differ in name, they are collapsed in this table. Analyses with these courses combined are available in the Appendix in Tables 36 and 37.

Critical Studies *affects* a student’s propensity to pass the California Bar Exam.

Of course, it is entirely possible that both bar passage rates and bar subject coursework have declined from 2011-2015 without the decline in coursework *causing* the decline in bar passage. However, under particular assumptions and with particular statistical methods, we can obtain credible estimates of the causal effect of particular variables on the outcome of interest, i.e. bar passage. Obtaining causal estimates involves a number of particularly rigorous assumptions that may not always be met. For this reason, I use footnotes liberally throughout the following sections to note particular assumptions made (and possibly violated).<sup>9</sup> I also generally describe relationships in purely correlational terms, whereas in places where I believe the causal assumptions to be more tenable, I use terms of cause and effect.

In the next three sections, I assess the relationship between bar passage and bar subject coursework, Legal Analysis, and Critical Studies, respectively, using a

<sup>9</sup>Unfortunately, while many necessary assumptions are empirically testable with the measured variables we have, not all assumptions are. I discuss these assumptions more at length in later sections.

variety of statistical methods to obtain as credible estimates as possible of the causal role they play in affecting students' propensity to pass the California Bar Exam. Throughout the report, I focus on the probability of students passing the bar exam *on the first attempt* for two key reasons. First, as is obvious, students in all five graduation years have had an equal number of first attempts (that is, one). Second, because students would likely use additional resources to prepare for the bar exam after failing the first time, it is much harder to control for particular efforts students made on subsequent attempts.<sup>10</sup> Nevertheless, corresponding analyses in which bar passage on *any* attempt is the outcome are displayed in the Appendix.

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<sup>10</sup>This is a particularly difficult problem, as it increases the likelihood that particular measures in our model, including the number of bar subject courses taken while at UC Hastings, become mere proxies for student “effort” or “propensity to work hard.”



### 3 Effects of Upper-Division Bar Subject Coursework on Bar Passage

In order to assess the role bar subject coursework plays in an individual student's propensity to pass the bar exam, I separately estimate several quantities in this section. First, I assess how the number of bar subject courses a student takes, both total and only those for a letter grade, relates to their bar exam passage. Second, I examine how all individual bar subject courses relate to bar exam passage in three separate ways: if a student took the course with any credit option, if the student took the course for a letter grade only, and finally based on the student's letter grade in that course. Finally, I assess how these relationships change depending on whether the student was admitted via LEOP, by UC Hastings GPA quartile, and by LEOP admission *within* the lower two GPA quartiles.

For all these analyses in this section, I utilize Ordinary Least Squares (OLS) multiple regression models, also known as linear probability models when applied in the case of a binary dependent variable such as bar passage.<sup>11</sup> Each set of eight models,

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<sup>11</sup>I eschew the use of logistic or probit regression models, typically used for a binary dependent variable such as bar passage, for several reasons. First, because logit and probit regressions are both nonlinear functions of the matrix of covariates entered into the model, interpreting the marginal effect of any one variable forces one to specify at which levels of the other control variables one wishes to obtain the marginal effect. Because so many of the other control variables are dichotomous indicators for discrete categories, many of which are markedly correlated with bar passage, the marginal effect of our treatments of interest might vary significantly across these covariates, making interpretation cumbersome and obtuse. Second, the key advantage of logit and probit – the bounding of the dependent variable between 0 and 1 – is less crucial for the task at hand. Preventing the dependent variable from varying outside 0 and 1 is important if the task at hand is prediction – that is, specifying the predicted probability of passing the bar for any one student with a given set of covariates. However, if we are interested in simply obtaining marginal effects – that is, the increase or decrease in probability of passing the bar exam given a set of covariates – then OLS provides unbiased estimates of these effects with no problem. Third, logistic regression models applied to this data appear to yield substantially similar results to the OLS models, indicating that the conclusions drawn from these OLS models are not likely dependent upon the exact model specification, and rather, due to the underlying empirical patterns. If one wishes to see logistic regression models replicating the analysis contained in Tables 4 and 5, the Appendix contains Tables 26 and 27, which contain the exact same regressions except for the shift to logistic regression from OLS. Note, however, that because these models are nonlinear, the coefficients in the model are interpreted differently. Despite this, the direction and significance of effects are quite similar.

each presented in its own table, walks through four different model specifications, each with and without graduation year fixed effects included.<sup>12</sup> The first two models in each table display a simple bivariate regression of bar passage on first attempt on the treatment of interest, first without fixed effects, and then with fixed effects for each graduation year. The third and fourth models control for pre-Hastings covariates – student characteristics that are known upon their admission to UC Hastings.<sup>13</sup> The fifth and sixth models display only control variables related to a student’s performance while at UC Hastings – their law school GPA and other activities and coursework. Finally, the seventh and eighth model in each table display the full set of covariates, including both pre-Hastings and Hastings control variables. In nearly all cases, I prefer the interpretation of the effect estimate for the given treatment variable in model seven, as this estimate is conditional upon the full set of covariates, but the estimate is not attenuated by the inclusion of graduation year fixed effects. However, if the estimate varies substantially across models, there is reason to discount the certainty of the size of the effect.

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<sup>12</sup>The inclusion of graduation year fixed effects – displayed as `class2012`, `class2013`, `class2014`, and `class2015` – diminishes many of the effects of the treatments of interest due to the strong negative correlation between time and number of bar courses. These fixed effects variables share much of the variance in the number of bar courses, suppressing its effect. There is no right answer to whether to include these fixed effects or not – it is simply up to the type of comparison one wishes to make. If the posed question is what is the effect of each additional bar course, comparing *within* each graduation year?, then including the fixed effects gives you that answer – which is that there is generally no effect. If we don’t include the fixed effects, the analysis pools across all the years, treating students from 2011 as the same as from any other year, conditional upon all the covariates. Because we control for so many other student covariates, this assumption is tenable. Fixed effects are typically used to soak up any unmeasured variance across years that we may think drive the effect, particularly if we have no way to measure this variance with other variables. Because we can (and do) control for so many important things that may affect bar passage across years, I would argue there is no principled reason to include them. Generally, fixed effects attenuate estimates and produce more conservative results, particularly if important covariates are time-varying, which number of bar courses is.

<sup>13</sup>These models are included due to the possible post-treatment bias introduced by controlling for overall law school GPA and other student activities that could have been caused by the treatment at hand – bar subject course enrollment. There is no particular reason to suspect that post-treatment bias is extremely problematic here, but including these models allows one to assess the role of the treatments without this worry.  $N = 1706$  in these models and the seventh and eighth models as some admissions variables, e.g. LSAT scores, are unavailable for a small subset of students.

### 3.1 Overall Number of Bar Subject Courses

A first broad-brush question of interest is whether additional bar coursework is associated with an increased probability of passing the CA bar exam. Because students can take this coursework either for a letter grade or for either credit / no credit (CR/NC), we must account for either grading type. This distinction makes modeling this outcome in a single step difficult, particularly because the CR/NC option was not introduced until the 2012-2013 academic year. Therefore, Table 4 displays the results of regressing bar passage on a student's first attempt on the total number of bar subject courses a student took, regardless of the grading option, as well as covariates detailed in the previous section.<sup>14</sup> Table 5 displays the results of regressing bar passage on a student's first attempt on the number of bar subject courses taken for a letter grade and covariates.<sup>15</sup>

The regression results displayed in Table 4 suggest that there is no clear, statistically significant relationship between the number of bar courses a student took at UC Hastings and their probability of passing the CA bar exam on the first attempt.<sup>16</sup> This is not to say that bar subject courses *cannot* matter, just that across all students and grading options, there is no clear, robust positive effect. The coefficients in all models with controls, while not statistically significantly different from zero, suggest an estimated marginal effect between 0.2% and 1.1% increased probability in passing

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<sup>14</sup>For both sets of models in this section, nonlinear measurement of the number of bar subject courses does not substantially alter the results. If these regressions use several binned categories of number of bar courses, one finds constant, additive effects of each additional course, with no evidence of diminishing returns. As such, a linear representation of this treatment appears justified.

<sup>15</sup>We do also possess the actual letter grades a student received in each individual course, which are incorporated in later analyses of each individual course. Because we also have a student's UC Hastings overall GPA, there is no particularly clear reason to attempt to assess the effect of a student's average grade in bar subject courses independently in these models. Furthermore, if the purpose of these analyses is to provide discrete recommendations for student advising regarding curriculum, it is patently obvious to suggest to students to perform better in given courses they are enrolled in. However, advising students to enroll in particular coursework is far more meaningful.

<sup>16</sup>An alternative specification of this model, using number of bar course units rather than total number of courses is shown in Table 38 in the Appendix. The results are substantively similar.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
bar_courses	-0.00557 (-0.89)	-0.00922 (-1.46)	0.00462 (0.73)	0.00210 (0.33)	0.00920 (1.58)	0.00566 (0.98)	0.0111 (1.81)	0.00626 (1.03)
class2015		-0.109** (-3.11)		-0.0957** (-2.73)		-0.187*** (-6.33)		-0.185*** (-5.97)
class2014		-0.106*** (-3.34)		-0.0721* (-2.28)		-0.157*** (-5.88)		-0.141*** (-5.11)
class2013		-0.0299 (-0.93)		-0.0425 (-1.35)		-0.0614* (-2.29)		-0.0544* (-2.00)
class2012		-0.0291 (-0.94)		-0.0599* (-1.97)		-0.0426 (-1.66)		-0.0428 (-1.63)
undergrad_GPA			0.184*** (4.56)	0.179*** (4.43)			0.00684 (0.19)	-0.0229 (-0.64)
undergrad_top25			0.0591 (1.64)	0.0588 (1.62)			0.0244 (0.77)	0.0143 (0.46)
undergrad_CSU			-0.0505 (-1.25)	-0.0449 (-1.11)			-0.0303 (-0.86)	-0.0188 (-0.54)
undergrad_UC			-0.0180 (-0.76)	-0.0191 (-0.80)			-0.00257 (-0.12)	-0.00405 (-0.20)
lsat_score			0.0161*** (6.42)	0.0159*** (6.24)			0.00331 (1.47)	0.00109 (0.48)
leop_admit			-0.124*** (-3.67)	-0.122*** (-3.61)			-0.0858** (-2.89)	-0.0918** (-3.11)
transfer_status			0.183** (3.27)	0.164** (2.87)			0.0261 (0.53)	-0.0376 (-0.75)
LGPA					0.716*** (23.34)	0.740*** (24.36)	0.661*** (19.72)	0.696*** (20.76)
conc_civil					0.0867 (1.91)	0.0866 (1.94)	0.0717 (1.56)	0.0728 (1.60)
conc_ip					-0.113* (-2.32)	-0.112* (-2.33)	-0.110* (-2.16)	-0.111* (-2.19)
conc_crim					0.112* (2.25)	0.0918 (1.87)	0.109* (2.17)	0.0880 (1.78)
conc_sjc					0.0165 (0.32)	-0.00148 (-0.03)	0.00728 (0.14)	-0.00813 (-0.16)
conc_envr					-0.0234 (-0.15)	0.0513 (0.34)	-0.0227 (-0.15)	0.0541 (0.36)
conc_govt					-0.120 (-1.12)	-0.0866 (-0.82)	-0.130 (-1.22)	-0.102 (-0.96)
conc_hlth					-0.143* (-2.22)	-0.142* (-2.25)	-0.142* (-2.22)	-0.143* (-2.26)
conc_intl					-0.132* (-2.23)	-0.146* (-2.51)	-0.158** (-2.63)	-0.163** (-2.73)
conc_tax					0.0796 (1.95)	0.0869* (2.16)	0.0885* (2.10)	0.0993* (2.38)
jud_ext					0.0165 (0.74)	-0.00325 (-0.15)	0.0255 (1.12)	0.00558 (0.25)
clinical_courses					-0.0109 (-1.81)	-0.00367 (-0.61)	-0.00657 (-1.05)	-0.000434 (-0.07)
leave_of_absence					-0.0330 (-0.54)	-0.0457 (-0.76)	-0.0595 (-0.97)	-0.0696 (-1.14)
study_abroad					0.0785* (2.12)	0.0819* (2.25)	0.0924* (2.48)	0.0945* (2.57)
journal_hastings					-0.0131 (-0.43)	-0.0165 (-0.55)	-0.0183 (-0.59)	-0.0190 (-0.62)
journal_other					0.0430* (2.24)	0.0403* (2.13)	0.0379 (1.94)	0.0358 (1.86)
moot_team					0.0310 (1.18)	0.0399 (1.54)	0.0217 (0.82)	0.0321 (1.22)
_cons	0.770*** (20.66)	0.842*** (19.24)	-2.497*** (-5.19)	-2.396*** (-4.87)	-1.628*** (-15.05)	-1.610*** (-15.02)	-2.009*** (-4.73)	-1.558*** (-3.63)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 4: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls

the bar on first attempt, per each bar subject course.<sup>17</sup>

Looking more closely at the results displayed in Table 4, a number of other interesting patterns emerge. First, in the first model, we see a negative (yet not statistically significant) effect estimate of bar subject courses, which at first glance seems surprising. However, as one can see in the previous section, there is a small negative correlation between the number of bar subject courses a student takes and their LSAT, undergraduate GPA, or LGPA. That is, students with lower metrics appear to take slightly more bar subject courses on average. Because we control for these other student characteristics in later models, this negative estimate changes to more accurately reflect the likely causal role it plays in student success on the bar exam. The most robust predictor of bar exam passage on a student's first attempt across all controls is a student's GPA at UC Hastings, with a letter grade increase, e.g. a shift from a 3.0 to a 4.0, netting an increased probability in bar passage of between 66% and 74%. Once we control for a student's performance at UC Hastings, many of their admissions criteria are insignificant predictors of bar exam passage; however, these estimates should not necessarily be interpreted on their own to mean that LSAT score is uncorrelated with bar exam passage. Rather, the inclusion of these variables (and many of the variables related to activities at UC Hastings) serves to help control for any variance unmeasured by other variables that may help differentiate students.

In addition to students' GPAs at UC Hastings, admission via LEOP remains a significant predictor of a student's propensity to pass the CA bar exam, with LEOP admits between 8.6% and 12.4% less likely to pass the CA bar on their first at-

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<sup>17</sup>At the upper-end of this estimate, this coefficient approaches statistical significance, but does not achieve it at conventional (i.e.  $p < .05$ ) levels. Thus, we cannot conclude it is different than zero. The regression results for bar passage on any attempt are shown in Table 28 in the Appendix. For several models in this table, the results are positive and significant, slightly larger than these estimates, varying between a 0.4% and 1.65% marginal effect per course. However, due to the issues discussed earlier related to the increased probability of proxy role of the number of bar subject courses for student effort in the regression with passage on any attempt, I find these estimates slightly less credible. Despite this, the roughly consistent effect for both lends some credibility to the overall estimated effect size.

tempt. Because of the powerful role that GPA and LEOP admission appear to play in probability of bar passage, we examine the effect of bar subject courses across these variables later in this section. Finally, as clearly demonstrated in Figure 1, first-time bar passage rates have declined from 2011-2015, which are captured by the graduation year fixed effects in models 2, 4, 6, and 8.

When examining the role of bar subject coursework taken for a letter grade in determining first-time bar exam performance, we see similar, but slightly different patterns in Table 5. While the effect sizes for all control variables are quite similar, we see that the marginal effect estimate for each additional bar subject course taken for a letter grade now varies between 0.1% and 1.56% increased probability of passing the bar exam on first attempt, and is statistically significant in the seventh model – at 1.56% – in what I view as the most credible estimate of the effect of each course. Notably, this is not all that different than the estimates obtained in Table 4, although the change in coding to exclude students who merely took the class for CR/NC shifts the effect size slightly to make it statistically significantly different than zero.<sup>18</sup>

Thus, across a variety of model specifications, we see what appears to be a modest, but not always statistically significant, effect of additional bar subject coursework on first-time bar exam success. At its largest obtained effect size, this means that a student who would be otherwise equally probable (0.5) to pass or fail the California bar exam, but took a single additional bar subject course would then have a probability of 0.5156 of passing the bar on their first attempt. Importantly, the effect estimate does not vary massively across models and alternative codings, suggesting that while the effect may not be robustly positive, it does correlate with better first-time per-

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<sup>18</sup>Table 29 in the Appendix shows similar, albeit larger (0.7% - 2.5%) effects for bar passage on any attempt. As before, there is a credible worry that when the dependent variable is bar passage on any attempt, the additional bar subject coursework is merely picking up variation in student effort, and therefore a possible role for any bar preparatory work done after graduation and a bar exam failure among students who simply work harder. It is possible this explanation may also be an issue for assessing first-time bar exam performance if these students do additional bar preparatory exercises before their first bar exam, although this explanation is slightly less credible than for *any* bar exam attempt.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
bar_courses_forletter	0.00145 (0.25)	-0.00741 (-1.16)	0.00625 (1.06)	0.00111 (0.17)	0.0156** (2.87)	0.00307 (0.54)	0.0156** (2.73)	0.00255 (0.42)
class2015		-0.114** (-3.18)		-0.0954** (-2.62)		-0.185*** (-6.10)		-0.184*** (-5.75)
class2014		-0.112*** (-3.40)		-0.0717* (-2.19)		-0.155*** (-5.64)		-0.140*** (-4.91)
class2013		-0.0335 (-1.02)		-0.0421 (-1.32)		-0.0600* (-2.21)		-0.0534 (-1.94)
class2012		-0.0292 (-0.94)		-0.0598* (-1.97)		-0.0424 (-1.65)		-0.0424 (-1.62)
undergrad_GPA			0.184*** (4.57)	0.179*** (4.42)			0.00567 (0.16)	-0.0231 (-0.64)
undergrad_top25			0.0581 (1.61)	0.0590 (1.63)			0.0221 (0.70)	0.0146 (0.47)
undergrad_CSU			-0.0514 (-1.27)	-0.0445 (-1.10)			-0.0328 (-0.93)	-0.0172 (-0.49)
undergrad_UC			-0.0188 (-0.79)	-0.0188 (-0.79)			-0.00444 (-0.21)	-0.00297 (-0.14)
lsat_score			0.0160*** (6.41)	0.0159*** (6.24)			0.00301 (1.34)	0.000917 (0.40)
leop_admit			-0.124*** (-3.68)	-0.122*** (-3.61)			-0.0872** (-2.94)	-0.0911** (-3.08)
transfer_status			0.185*** (3.31)	0.163** (2.83)			0.0314 (0.63)	-0.0406 (-0.80)
LGPA					0.721*** (23.56)	0.737*** (24.35)	0.665*** (19.84)	0.695*** (20.73)
conc_civil					0.0832 (1.84)	0.0870 (1.95)	0.0678 (1.47)	0.0733 (1.61)
conc_ip					-0.107* (-2.21)	-0.116* (-2.41)	-0.106* (-2.09)	-0.115* (-2.28)
conc_crim					0.113* (2.28)	0.0907 (1.85)	0.110* (2.21)	0.0860 (1.74)
conc_sjc					0.0178 (0.34)	-0.00429 (-0.08)	0.00731 (0.14)	-0.0116 (-0.22)
conc_envr					-0.00169 (-0.01)	0.0470 (0.31)	-0.00402 (-0.03)	0.0477 (0.32)
conc_govt					-0.107 (-1.00)	-0.0896 (-0.85)	-0.119 (-1.11)	-0.106 (-1.00)
conc_hlth					-0.138* (-2.16)	-0.145* (-2.29)	-0.139* (-2.18)	-0.146* (-2.32)
conc_intl					-0.125* (-2.12)	-0.151** (-2.58)	-0.154* (-2.56)	-0.168** (-2.83)
conc_tax					0.0845* (2.07)	0.0847* (2.10)	0.0921* (2.19)	0.0964* (2.32)
jud_ext					0.0129 (0.58)	-0.00250 (-0.11)	0.0222 (0.97)	0.00646 (0.28)
clinical_courses					-0.00837 (-1.38)	-0.00444 (-0.74)	-0.00460 (-0.74)	-0.00157 (-0.25)
leave_of_absence					-0.0302 (-0.50)	-0.0475 (-0.79)	-0.0567 (-0.92)	-0.0715 (-1.17)
study_abroad					0.0837* (2.27)	0.0791* (2.18)	0.0964** (2.60)	0.0906* (2.47)
journal_hastings					-0.0132 (-0.43)	-0.0164 (-0.55)	-0.0176 (-0.57)	-0.0188 (-0.61)
journal_other					0.0419* (2.19)	0.0404* (2.14)	0.0374 (1.92)	0.0358 (1.85)
moot_team					0.0312 (1.19)	0.0393 (1.51)	0.0226 (0.85)	0.0315 (1.20)
_cons	0.731*** (22.55)	0.831*** (19.08)	-2.488*** (-5.22)	-2.379*** (-4.86)	-1.678*** (-15.91)	-1.586*** (-15.01)	-1.990*** (-4.74)	-1.501*** (-3.51)
N	1794	1794	1706	1706	1794	1794	1706	1706

$t$  statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 5: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework (For Letter Grade Only) & Controls

formance on the California bar exam.

When we look more closely year-by-year to examine why these effects are so modest, we find interesting heterogeneity of the effect of additional bar courses, both overall and for a letter grade only, by graduation year. Table 6 displays the full model for bar courses, estimated separately for each graduation year from 2011-2015. Table 7 displays an identical set of models, except substituting bar subject courses taken for a letter grade only. In both tables, we see positive estimates of the effect of additional bar coursework in 2011, 2012, and 2015. However, for students graduating in 2013 and 2014, we see a negative effect of additional coursework, overall or for a letter grade only, and this effect is statistically significant in 2014 in both tables.

It is plausible there is a true causal story for why this effect is robustly negative in 2014 yet more positive in other years.<sup>19</sup> However, it is also very plausible this finding is merely spurious, which points to the advantages of our previous analyses in pooling across multiple graduation years.<sup>20</sup> In any analysis of this type with many subparts and robustness checks, we must be sensitive to overfitting and attempts to explain all findings, particularly if there is no clear causal story. By pooling across years and examining overall results, we are less susceptible to explaining mere year-to-year noise, which is the likely culprit in this case.

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<sup>19</sup>To be clear, there is nothing that particularly differentiates the class of 2014 in all the covariates in these models or in the full dataset. Additionally, I am not aware of any particular programming change with respect to bar subject courses that would affect those graduating in 2014 and not in other years. Furthermore, course selection by students would also likely mean that students graduating in 2013 and 2015 also plausibly took bar subject courses with those graduating in 2014.

<sup>20</sup>To highlight this point further, we might attempt to explain how a concentration in International law leads to lower bar passage rates if we looked at the model for 2011 only. However, as we see from other years, this effect is not consistent across time and disappears completely in subsequent years.



	(1)	(2)	(3)	(4)	(5)
	2011	2012	2013	2014	2015
bar_courses	0.0142 (1.17)	0.0261* (2.16)	-0.0123 (-0.92)	-0.0290* (-1.98)	0.0113 (0.53)
undergrad_GPA	0.102 (1.47)	-0.0509 (-0.59)	0.00543 (0.07)	-0.204* (-2.40)	0.106 (1.01)
undergrad_top25	-0.0123 (-0.19)	0.125* (2.11)	0.0585 (0.88)	-0.104 (-1.32)	-0.0375 (-0.36)
undergrad_CSU	-0.0230 (-0.29)	-0.0305 (-0.41)	-0.0630 (-0.79)	-0.0223 (-0.29)	-0.0474 (-0.46)
undergrad_UC	-0.0163 (-0.40)	0.103* (2.26)	0.0200 (0.46)	-0.0801 (-1.61)	-0.0585 (-0.96)
lsat_score	-0.00507 (-1.20)	0.00000530 (0.00)	-0.00182 (-0.35)	-0.00203 (-0.40)	0.0123 (1.69)
leop_admit	-0.148* (-2.55)	-0.110 (-1.73)	-0.106 (-1.44)	-0.128 (-1.93)	-0.00943 (-0.10)
transfer_status	-0.0714 (-0.83)	0.0381 (0.37)	-0.0163 (-0.17)	-0.540 (-1.37)	-0.0489 (-0.16)
LGPA	0.586*** (9.06)	0.724*** (10.17)	0.707*** (10.51)	0.821*** (9.74)	0.698*** (6.30)
conc_civil	-0.0881 (-0.97)	0.103 (1.19)	0.130 (1.33)	0.0295 (0.23)	0.211 (1.56)
conc_ip	-0.0936 (-0.97)	0.0145 (0.11)	-0.176 (-1.74)	-0.180 (-1.36)	0.0540 (0.43)
conc_crim	-0.00835 (-0.09)	0.0349 (0.28)	0.126 (1.45)	0.111 (1.06)	0.168 (0.70)
conc_sjc	-0.185 (-1.70)	-0.105 (-0.74)	0.0223 (0.25)	-0.0385 (-0.25)	0.191 (1.42)
conc_envr	0 (.)	0 (.)	0 (.)	-0.753* (-1.98)	0.228 (1.21)
conc_govt	0 (.)	0 (.)	-0.0849 (-0.55)	-0.110 (-0.64)	-0.335 (-1.13)
conc_hlth	-0.122 (-0.86)	0.141 (0.94)	-0.334** (-3.17)	-0.220 (-1.40)	-0.0148 (-0.08)
conc_intl	-0.441*** (-3.71)	-0.115 (-1.05)	0.0954 (0.67)	-0.182 (-1.22)	-0.0254 (-0.14)
conc_tax	0.0966 (0.98)	0.184* (2.06)	0.111 (1.46)	-0.0571 (-0.55)	0.200 (1.73)
jud_ext	0.0632 (1.37)	-0.0760 (-1.53)	0.0467 (0.99)	-0.0266 (-0.49)	0.00363 (0.05)
clinical_courses	-0.00411 (-0.30)	0.0364** (2.61)	-0.00958 (-0.76)	0.00983 (0.67)	-0.0318 (-1.80)
leave_of_absence	-0.286* (-2.33)	0.0250 (0.20)	0.0913 (0.94)	-0.194 (-0.97)	0.197 (0.79)
study_abroad	0.107 (1.49)	0.131 (1.74)	-0.00348 (-0.04)	0.0795 (0.94)	0.0893 (0.76)
journal_hastings	-0.0853 (-1.34)	-0.00653 (-0.10)	-0.0442 (-0.70)	-0.0556 (-0.79)	0.0329 (0.36)
journal_other	0.0286 (0.74)	0.0458 (1.13)	0.0539 (1.34)	-0.00861 (-0.19)	0.0222 (0.36)
moot_team	0.0303 (0.52)	0.135* (2.32)	-0.0251 (-0.48)	0.0429 (0.69)	-0.0881 (-1.26)
_cons	-0.662 (-0.85)	-1.682 (-1.56)	-1.177 (-1.21)	-0.690 (-0.70)	-3.949** (-2.87)
N	383	398	345	342	238

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 6: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls, By Graduation Year

	(1)	(2)	(3)	(4)	(5)
	2011	2012	2013	2014	2015
bar_courses_forletter	0.0103 (0.88)	0.0213 (1.81)	-0.0145 (-1.08)	-0.0397** (-2.67)	0.000654 (0.03)
undergrad_GPA	0.0999 (1.44)	-0.0591 (-0.68)	0.00244 (0.03)	-0.213* (-2.51)	0.108 (1.03)
undergrad_top25	-0.0103 (-0.16)	0.125* (2.10)	0.0589 (0.89)	-0.111 (-1.41)	-0.0441 (-0.42)
undergrad_CSU	-0.0221 (-0.28)	-0.0243 (-0.33)	-0.0589 (-0.74)	-0.0178 (-0.24)	-0.0495 (-0.49)
undergrad_UC	-0.0140 (-0.35)	0.106* (2.32)	0.0218 (0.50)	-0.0834 (-1.69)	-0.0587 (-0.96)
lsat_score	-0.00532 (-1.26)	-0.000503 (-0.09)	-0.00157 (-0.30)	-0.00188 (-0.37)	0.0118 (1.63)
leop_admit	-0.147* (-2.53)	-0.113 (-1.77)	-0.105 (-1.43)	-0.131* (-1.98)	-0.0111 (-0.12)
transfer_status	-0.0666 (-0.77)	0.0379 (0.36)	-0.0217 (-0.23)	-0.585 (-1.49)	-0.0464 (-0.16)
LGPA	0.584*** (9.03)	0.726*** (10.18)	0.708*** (10.57)	0.822*** (9.81)	0.697*** (6.28)
conc_civil	-0.0863 (-0.94)	0.104 (1.19)	0.136 (1.39)	0.0318 (0.25)	0.207 (1.53)
conc_ip	-0.0978 (-1.01)	0.0102 (0.08)	-0.174 (-1.74)	-0.192 (-1.46)	0.0459 (0.36)
conc_crim	-0.00991 (-0.11)	0.0323 (0.25)	0.123 (1.42)	0.105 (1.00)	0.154 (0.64)
conc_sjc	-0.188 (-1.73)	-0.107 (-0.75)	0.0243 (0.28)	-0.0352 (-0.23)	0.182 (1.36)
conc_envr	0 (.)	0 (.)	0 (.)	-0.787* (-2.08)	0.213 (1.12)
conc_govt	0 (.)	0 (.)	-0.0918 (-0.60)	-0.106 (-0.62)	-0.346 (-1.17)
conc_hlth	-0.123 (-0.87)	0.136 (0.90)	-0.334** (-3.18)	-0.235 (-1.50)	-0.0353 (-0.19)
conc_intl	-0.451*** (-3.81)	-0.126 (-1.15)	0.0970 (0.68)	-0.204 (-1.37)	-0.0362 (-0.20)
conc_tax	0.0926 (0.94)	0.187* (2.08)	0.116 (1.55)	-0.0594 (-0.58)	0.193 (1.67)
jud_ext	0.0648 (1.41)	-0.0735 (-1.47)	0.0499 (1.06)	-0.0259 (-0.48)	0.00324 (0.05)
clinical_courses	-0.00573 (-0.42)	0.0352* (2.52)	-0.0104 (-0.82)	0.00853 (0.59)	-0.0352* (-1.99)
leave_of_absence	-0.289* (-2.35)	0.0179 (0.14)	0.0901 (0.93)	-0.194 (-0.98)	0.170 (0.69)
study_abroad	0.103 (1.45)	0.130 (1.73)	-0.00468 (-0.06)	0.0757 (0.91)	0.0775 (0.66)
journal_hastings	-0.0835 (-1.31)	-0.00992 (-0.15)	-0.0482 (-0.76)	-0.0553 (-0.79)	0.0287 (0.32)
journal_other	0.0281 (0.73)	0.0463 (1.14)	0.0516 (1.28)	-0.00429 (-0.09)	0.0211 (0.35)
moot_team	0.0297 (0.51)	0.134* (2.30)	-0.0255 (-0.48)	0.0435 (0.70)	-0.0889 (-1.27)
_cons	-0.581 (-0.75)	-1.545 (-1.44)	-1.204 (-1.25)	-0.662 (-0.68)	-3.806** (-2.79)
N	383	398	345	342	238

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 7: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework (For Letter Grade Only) & Controls, By Graduation Year

### 3.2 Specific Bar Subject Courses

Because the overall number of bar subject courses may be a crude way to measure the role of coursework in bar exam performance, we can also assess whether any particular classes appear to be more or less effectual in increasing first-time bar exam success.<sup>21</sup> Given the modest findings from the analyses in the previous subsection, however, it is not likely we will see a powerful role for any one particular class, unless other classes have a robust negative association with bar exam performance, thus decreasing the average. Table 8 displays nearly identical regressions to Table 4, with the overall total number of bar subject courses replaced by indicator variables for each bar subject course individually. As before, these are coded such that a student is reflected as having taken the course whether they took it for a letter grade or for CR/NC. Visually, the most noticeable finding is the line of zeroes for Advanced Torts (563/796), which receives these estimated effects because not a single student took this bar subject course in 2011-2015.

No single course appears to have a consistent and statistically significant positive effect on probability of first-attempt bar passage. Interestingly, Contracts II (300) has a consistently negative coefficient of roughly -1% across nearly all model specifications. However, it would likely be unreasonable to suggest that taking this course, as only 4.74% of students did from 2011-2015, has a causal role in negatively affecting one's performance on the bar exam. Rather, a likely explanation is that the small set of students who chose to take this course did so at the expense of some other course – either a different bar subject course or some other experience that might be helpful in preparing for the bar exam. California Community Property (265) also has a negative, significant coefficient of -1.3% in model 7, however with only 2.34% of students taking this course, a similar explanation to Contracts II is likely.

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<sup>21</sup>As before, corresponding models predicting bar passage on any attempt are displayed in the Appendix.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
course_civilprocedure2_taken	0.0187 (0.87)	0.0161 (0.74)	0.0113 (0.52)	0.0134 (0.62)	-0.00377 (-0.20)	-0.00604 (-0.33)	-0.0131 (-0.67)	-0.0140 (-0.72)
course_conlaw2_taken	0.0312 (1.16)	0.0271 (1.00)	0.0168 (0.61)	0.0155 (0.57)	0.0225 (0.98)	0.0164 (0.72)	0.00173 (0.07)	-0.00465 (-0.19)
course_corporations_taken	0.00730 (0.27)	0.00746 (0.28)	0.0350 (1.33)	0.0323 (1.22)	-0.00152 (-0.07)	0.00462 (0.20)	0.0165 (0.69)	0.0202 (0.85)
course_businessassoc_taken	0.000752 (0.03)	0.0369 (1.33)	0.0261 (1.01)	0.0528 (1.94)	-0.0469* (-2.08)	-0.00146 (-0.06)	-0.0292 (-1.27)	0.00888 (0.37)
course_criminalproc_taken	0.00596 (0.22)	0.0120 (0.44)	0.0398 (1.47)	0.0460 (1.69)	0.00979 (0.42)	0.0174 (0.75)	0.0312 (1.31)	0.0370 (1.56)
course_cacivilproc_taken	-0.0177 (-0.80)	-0.0354 (-1.58)	0.00660 (0.30)	-0.00532 (-0.24)	0.0133 (0.70)	-0.00750 (-0.39)	0.0208 (1.06)	0.0000445 (0.00)
course_evidence_taken	0.0358 (0.48)	0.0415 (0.55)	0.0479 (0.65)	0.0545 (0.74)	0.00551 (0.09)	0.0137 (0.22)	0.00109 (0.02)	0.00838 (0.13)
course_advtorts_taken	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
course_contracts2_taken	-0.0806 (-1.63)	-0.0859 (-1.74)	-0.126** (-2.62)	-0.130** (-2.70)	-0.0811* (-1.96)	-0.0839* (-2.05)	-0.101* (-2.40)	-0.100* (-2.39)
course_willstrusts_taken	-0.0183 (-0.81)	-0.0248 (-1.11)	-0.0157 (-0.71)	-0.0200 (-0.91)	0.0340 (1.77)	0.0284 (1.50)	0.0318 (1.63)	0.0268 (1.38)
course_cacommprop_taken	-0.111 (-1.61)	-0.0463 (-0.63)	-0.128 (-1.75)	-0.0915 (-1.19)	-0.0917 (-1.58)	0.00490 (0.08)	-0.130* (-2.04)	-0.0448 (-0.67)
course_commmprop_taken	-0.0577* (-2.47)	-0.0614** (-2.62)	-0.0138 (-0.59)	-0.0162 (-0.69)	0.00305 (0.15)	-0.000936 (-0.05)	0.0183 (0.89)	0.0117 (0.57)
course_fedcourts_taken	0.0293 (0.83)	0.0265 (0.75)	0.0132 (0.39)	0.00492 (0.14)	-0.00467 (-0.16)	-0.00375 (-0.13)	-0.0111 (-0.37)	-0.0108 (-0.36)
course_remedies_taken	0.0114 (0.50)	-0.00343 (-0.15)	0.00629 (0.28)	-0.00690 (-0.31)	0.0227 (1.18)	0.00711 (0.37)	0.0203 (1.03)	0.00409 (0.21)
class2015		-0.135*** (-3.49)		-0.107** (-2.74)		-0.185*** (-5.66)		-0.173*** (-5.06)
class2014		-0.137*** (-3.80)		-0.106** (-2.97)		-0.160*** (-5.31)		-0.145*** (-4.66)
class2013		-0.0533 (-1.53)		-0.0693* (-2.03)		-0.0641* (-2.20)		-0.0576 (-1.94)
class2012		-0.0435 (-1.35)		-0.0770* (-2.44)		-0.0431 (-1.61)		-0.0452 (-1.65)
undergrad_GPA			0.186*** (4.62)	0.181*** (4.47)			0.00513 (0.14)	-0.0200 (-0.55)
undergrad_top25			0.0560 (1.55)	0.0552 (1.53)			0.0239 (0.76)	0.0143 (0.46)
undergrad_CSU			-0.0469 (-1.16)	-0.0397 (-0.98)			-0.0290 (-0.82)	-0.0178 (-0.51)
undergrad_UC			-0.0176 (-0.74)	-0.0175 (-0.73)			-0.00623 (-0.30)	-0.00604 (-0.29)
lsat_score			0.0160*** (6.35)	0.0161*** (6.26)			0.00325 (1.43)	0.00158 (0.69)
leop_admit			-0.129*** (-3.79)	-0.126*** (-3.69)			-0.0937** (-3.14)	-0.0984*** (-3.30)
transfer_status			0.188** (3.29)	0.172** (2.95)			0.000898 (0.02)	-0.0538 (-1.04)
LGPA					0.727*** (23.50)	0.741*** (24.20)	0.671*** (19.83)	0.695*** (20.55)
conc_civil					0.0923* (2.00)	0.0979* (2.15)	0.0853 (1.81)	0.0889 (1.91)
conc_ip					-0.107* (-2.18)	-0.109* (-2.24)	-0.105* (-2.05)	-0.109* (-2.15)
conc_crim					0.0984* (1.96)	0.0832 (1.67)	0.0947 (1.88)	0.0801 (1.60)
conc_sjc					-0.00103 (-0.02)	-0.00536 (-0.10)	-0.00355 (-0.07)	-0.00770 (-0.15)
conc_envr					-0.00807 (-0.05)	0.0562 (0.37)	-0.00842 (-0.06)	0.0541 (0.36)
conc_govt					-0.126 (-1.17)	-0.0915 (-0.86)	-0.132 (-1.24)	-0.103 (-0.97)
conc_hlth					-0.146* (-2.27)	-0.147* (-2.31)	-0.148* (-2.32)	-0.150* (-2.37)
conc_intl					-0.137* (-2.31)	-0.142* (-2.41)	-0.160** (-2.65)	-0.157** (-2.63)
conc_tax					0.0789 (1.91)	0.0834* (2.04)	0.0873* (2.05)	0.0944* (2.24)
jud_ext					0.0149 (0.66)	0.000366 (0.02)	0.0241 (1.05)	0.00970 (0.42)
clinical_courses					-0.0101 (-1.66)	-0.00426 (-0.70)	-0.00538 (-0.85)	-0.000610 (-0.10)
leave_of_absence					-0.0362 (-0.59)	-0.0474 (-0.79)	-0.0688 (-1.12)	-0.0772 (-1.26)
study_abroad					0.0783* (2.12)	0.0824* (2.26)	0.0924* (2.49)	0.0945* (2.57)
journal_hastings					-0.00983 (-0.32)	-0.0148 (-0.49)	-0.0119 (-0.38)	-0.0157 (-0.51)
journal_other					0.0427* (2.22)	0.0397* (2.09)	0.0390* (1.99)	0.0357 (1.83)
moot_team					0.0359 (1.34)	0.0408 (1.54)	0.0309 (1.15)	0.0359 (1.35)
_cons	0.697*** (9.25)	0.763*** (9.86)	-2.568*** (-5.27)	-2.510*** (-5.05)	-1.651*** (-13.83)	-1.632*** (-13.76)	-2.007*** (-4.68)	-1.658*** (-3.81)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 8: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
course_civilprocedure2_forgrade	0.0234 (1.09)	0.0208 (0.97)	0.0154 (0.72)	0.0179 (0.84)	0.00127 (0.07)	-0.00259 (-0.14)	-0.00689 (-0.36)	-0.00994 (-0.52)
course_conlaw2_forgrade	0.0185 (0.75)	0.00738 (0.30)	0.00583 (0.23)	0.000915 (0.04)	0.0286 (1.36)	0.0143 (0.69)	0.0127 (0.58)	-0.00228 (-0.10)
course_corporations_forgrade	0.0324 (1.30)	0.00739 (0.29)	0.0364 (1.48)	0.0216 (0.85)	0.0302 (1.41)	0.00203 (0.09)	0.0349 (1.58)	0.0117 (0.52)
course_businessassoc_forgrade	0.0453 (1.77)	0.0558* (2.14)	0.0406 (1.61)	0.0524* (2.03)	-0.00687 (-0.31)	0.00117 (0.05)	0.0000943 (0.00)	0.00611 (0.27)
course_criminalproc_forgrade	0.00606 (0.25)	0.00497 (0.20)	0.0274 (1.13)	0.0293 (1.20)	0.0228 (1.09)	0.0190 (0.92)	0.0307 (1.43)	0.0259 (1.20)
course_cacivilproc_forgrade	-0.0187 (-0.83)	-0.0396 (-1.72)	0.00769 (0.34)	-0.00438 (-0.19)	0.0157 (0.81)	-0.0109 (-0.56)	0.0270 (1.36)	0.000912 (0.05)
course_evidence_forgrade	0.0177 (0.38)	0.0122 (0.26)	0.0195 (0.40)	0.0200 (0.41)	-0.0461 (-1.15)	-0.0514 (-1.29)	-0.0528 (-1.22)	-0.0565 (-1.32)
course_advtorts_forgrade	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
course_contracts2_forgrade	-0.0966 (-1.94)	-0.102* (-2.05)	-0.140** (-2.87)	-0.143** (-2.94)	-0.0915* (-2.19)	-0.0936* (-2.26)	-0.110** (-2.60)	-0.108* (-2.55)
course_willstrusts_forgrade	-0.00433 (-0.20)	-0.0154 (-0.71)	-0.0143 (-0.67)	-0.0195 (-0.90)	0.0410* (2.21)	0.0269 (1.46)	0.0334 (1.76)	0.0219 (1.16)
course_cacommprop_forgrade	-0.133 (-1.71)	-0.0797 (-0.99)	-0.160 (-1.89)	-0.138 (-1.57)	-0.0743 (-1.14)	0.0135 (0.20)	-0.127 (-1.71)	-0.0537 (-0.70)
course_commpop_forgrade	-0.0404 (-1.69)	-0.0449 (-1.87)	0.00349 (0.15)	0.00115 (0.05)	0.00997 (0.49)	0.00295 (0.15)	0.0237 (1.13)	0.0143 (0.69)
course_fedcourts_forgrade	0.0515 (1.42)	0.0467 (1.29)	0.0307 (0.88)	0.0215 (0.61)	0.00887 (0.29)	0.00485 (0.16)	0.000902 (0.03)	-0.00282 (-0.09)
course_remedies_forgrade	0.00781 (0.34)	-0.00606 (-0.26)	0.00307 (0.14)	-0.00791 (-0.35)	0.0246 (1.26)	0.00855 (0.44)	0.0228 (1.14)	0.00656 (0.33)
class2015		-0.127*** (-3.30)		-0.0879* (-2.27)		-0.180*** (-5.57)		-0.165*** (-4.86)
class2014		-0.140*** (-3.91)		-0.0948** (-2.66)		-0.159*** (-5.33)		-0.141*** (-4.54)
class2013		-0.0563 (-1.63)		-0.0613 (-1.81)		-0.0617* (-2.14)		-0.0521 (-1.78)
class2012		-0.0457 (-1.42)		-0.0753* (-2.38)		-0.0430 (-1.60)		-0.0427 (-1.56)
undergrad_GPA			0.185*** (4.58)	0.181*** (4.46)			0.00386 (0.11)	-0.0211 (-0.58)
undergrad_top25			0.0532 (1.47)	0.0551 (1.52)			0.0213 (0.67)	0.0148 (0.47)
undergrad_CSU			-0.0472 (-1.16)	-0.0401 (-0.99)			-0.0298 (-0.84)	-0.0162 (-0.46)
undergrad_UC			-0.0190 (-0.79)	-0.0184 (-0.77)			-0.00647 (-0.31)	-0.00475 (-0.23)
lsat_score			0.0157*** (6.28)	0.0158*** (6.19)			0.00308 (1.37)	0.00123 (0.54)
leop_admit			-0.129*** (-3.81)	-0.125*** (-3.67)			-0.0946** (-3.17)	-0.0965** (-3.25)
transfer_status			0.187** (3.26)	0.173** (2.93)			0.00670 (0.13)	-0.0546 (-1.05)
LGPA					0.729*** (23.61)	0.741*** (24.25)	0.671*** (19.88)	0.696*** (20.58)
conc_civil					0.0959* (2.09)	0.0979* (2.16)	0.0870 (1.86)	0.0886 (1.91)
conc_ip					-0.104* (-2.13)	-0.111* (-2.28)	-0.105* (-2.05)	-0.113* (-2.22)
conc_crim					0.106* (2.11)	0.0850 (1.71)	0.102* (2.02)	0.0828 (1.65)
conc_sjc					0.0159 (0.30)	-0.00113 (-0.02)	0.00828 (0.16)	-0.00545 (-0.10)
conc_envr					-0.0195 (-0.13)	0.0183 (0.12)	-0.0248 (-0.16)	0.0135 (0.09)
conc_govt					-0.114 (-1.06)	-0.0972 (-0.91)	-0.124 (-1.16)	-0.111 (-1.04)
conc_hlth					-0.140* (-2.18)	-0.146* (-2.29)	-0.141* (-2.20)	-0.148* (-2.32)
conc_intl					-0.129* (-2.19)	-0.149* (-2.54)	-0.158** (-2.62)	-0.167** (-2.78)
conc_tax					0.0815* (1.97)	0.0818* (2.00)	0.0875* (2.05)	0.0902* (2.13)
jud_ext					0.0135 (0.60)	0.000544 (0.02)	0.0232 (1.01)	0.0103 (0.45)
clinical_courses					-0.00767 (-1.26)	-0.00436 (-0.72)	-0.00399 (-0.64)	-0.00165 (-0.26)
leave_of_absence					-0.0358 (-0.59)	-0.0519 (-0.86)	-0.0657 (-1.07)	-0.0785 (-1.28)
study_abroad					0.0815* (2.21)	0.0797* (2.19)	0.0922* (2.49)	0.0889* (2.42)
journal_hastings					-0.0104 (-0.34)	-0.0149 (-0.49)	-0.0124 (-0.40)	-0.0163 (-0.53)
journal_other					0.0423* (2.20)	0.0401* (2.11)	0.0390* (1.99)	0.0363 (1.87)
moot_team					0.0377 (1.41)	0.0419 (1.58)	0.0321 (1.19)	0.0367 (1.38)
_cons	0.689*** (14.06)	0.799*** (14.22)	-2.477*** (-5.17)	-2.409*** (-4.90)	-1.661*** (-15.34)	-1.570*** (-14.43)	-1.958*** (-4.65)	-1.527*** (-3.55)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 9: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework  
(For Letter Grade) & Controls

Table 9 displays the corresponding regression results when the courses are recorded for students only when a student took the course for a letter grade, and displays extremely similar results as Table 8, yielding little additional insight. This result for every individual course on its own in both Table 8 and 9 is not surprising, given the overall modest effect of the total number of bar courses.<sup>22</sup> Even if we combine particular courses that covered the same content but varied in listing, such as Business Associations (314) and Corporations (311/312), we still find no significant effect of a single course, either when measured overall or for a letter grade only.<sup>23</sup>

Yet, we might expect that these individual courses do matter, and that student performance in these courses, as indicated by the grade they received, might help us evaluate the effectiveness of any one particular course. By incorporating grade information for each bar subject course, we could expect that “A” students in a course may be receiving the benefit of a course, while those earning a “C” may not. While analysis of this type would be too complicated to incorporate into the overall total number of courses without additional assumptions, we can model the role of a student’s grade in a particular bar subject course by including the grade the student received alongside the previous indicator variables signaling whether a student took the given course for a grade or not. Table 10 displays the results of this regression.<sup>24</sup> Because interpreting the marginal effect of any one course now relies on the addition of two coefficients (whether it was taken and the grade received), the many statistically significant coefficients does not necessarily indicate large marginal

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<sup>22</sup>This finding would be predicted by basic statistical theory, as a scale, such as an additive total number of bar subject courses, will be more likely to have a robust correlation with another variable than a single binary variable, due to the additional variance captured by the overall scale.

<sup>23</sup>See Tables 36 and 37 in the Appendix for these results. This variable was generated simply by recording a 1 if a student took either course, 0 if neither. Only one student is recorded as having taken both.

<sup>24</sup>To be clear, if a student did not take a course or took it for CR/NC, they receive a “0” for both course variables. This is necessary, as they would be dropped from the regression otherwise. If the student took the course for a letter grade, but failed it, they receive a “1” for `_forgrade` and a “0” for the `_grade` variable. If a student took the course and received an A, they would have a 1 and 4 for the corresponding variables, respectively.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
course_civilprocedure2_forgrade	-0.313*** (-3.92)	-0.315*** (-3.98)	-0.294*** (-3.68)	-0.299*** (-3.74)	-0.0435 (-0.54)	-0.0486 (-0.61)	-0.0638 (-0.79)	-0.0698 (-0.87)
course_civilprocedure2_grade	0.100*** (4.07)	0.0992*** (4.07)	0.0931*** (3.78)	0.0938*** (3.82)	0.0145 (0.59)	0.0148 (0.60)	0.0186 (0.75)	0.0195 (0.79)
course_conlaw2_forgrade	-0.212** (-2.92)	-0.225** (-3.13)	-0.236** (-3.21)	-0.253*** (-3.46)	0.106 (1.42)	0.0948 (1.28)	0.0448 (0.59)	0.0333 (0.44)
course_conlaw2_grade	0.0767*** (3.56)	0.0763*** (3.58)	0.0790*** (3.65)	0.0802*** (3.72)	-0.0243 (-1.09)	-0.0250 (-1.14)	-0.0104 (-0.46)	-0.0113 (-0.50)
course_corporations_forgrade	-0.286* (-2.50)	-0.340** (-2.99)	-0.232* (-2.00)	-0.277* (-2.39)	0.0759 (0.67)	0.0185 (0.16)	0.0622 (0.54)	0.0211 (0.18)
course_corporations_grade	0.0978** (2.78)	0.105** (3.01)	0.0819* (2.28)	0.0887* (2.48)	-0.0146 (-0.42)	-0.00522 (-0.15)	-0.00927 (-0.26)	-0.00342 (-0.10)
course_businessassoc_forgrade	-0.390*** (-3.77)	-0.394*** (-3.86)	-0.323** (-3.09)	-0.338** (-3.24)	-0.0401 (-0.39)	-0.0482 (-0.47)	-0.0170 (-0.16)	-0.0318 (-0.30)
course_businessassoc_grade	0.121*** (3.86)	0.125*** (4.04)	0.102** (3.20)	0.109*** (3.44)	0.00925 (0.29)	0.0142 (0.46)	0.00419 (0.13)	0.0104 (0.33)
course_criminalproc_forgrade	-0.403*** (-5.72)	-0.411*** (-5.88)	-0.377*** (-5.32)	-0.388*** (-5.49)	-0.0952 (-1.30)	-0.102 (-1.40)	-0.106 (-1.42)	-0.110 (-1.50)
course_criminalproc_grade	0.125*** (6.01)	0.126*** (6.11)	0.121*** (5.78)	0.123*** (5.90)	0.0364 (1.69)	0.0370 (1.73)	0.0418 (1.91)	0.0415 (1.92)
course_cacivilproc_forgrade	-0.134 (-1.54)	-0.189* (-2.19)	-0.0968 (-1.11)	-0.146 (-1.68)	0.0764 (0.89)	0.0216 (0.26)	0.0826 (0.96)	0.0354 (0.41)
course_cacivilproc_grade	0.0455 (1.72)	0.0542* (2.06)	0.0381 (1.43)	0.0459 (1.73)	-0.0189 (-0.73)	-0.0101 (-0.39)	-0.0174 (-0.66)	-0.0107 (-0.41)
course_evidence_forgrade	-0.432*** (-5.93)	-0.444*** (-6.13)	-0.358** (-4.74)	-0.369*** (-4.89)	-0.127 (-1.69)	-0.135 (-1.80)	-0.113 (-1.45)	-0.115 (-1.48)
course_evidence_grade	0.129*** (6.78)	0.130*** (6.90)	0.104*** (5.39)	0.106*** (5.50)	0.0256 (1.27)	0.0262 (1.31)	0.0188 (0.92)	0.0180 (0.88)
course_advtorts_forgrade	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
course_advtorts_grade	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
course_contracts2_forgrade	-0.782* (-2.56)	-0.869** (-2.87)	-0.848** (-2.73)	-0.922** (-2.98)	-0.354 (-1.20)	-0.452 (-1.55)	-0.408 (-1.35)	-0.486 (-1.62)
course_contracts2_grade	0.202* (2.27)	0.227* (2.56)	0.215* (2.37)	0.236** (2.61)	0.0771 (0.90)	0.106 (1.24)	0.0874 (0.99)	0.111 (1.27)
course_willstrusts_forgrade	-0.320*** (-4.15)	-0.324*** (-4.26)	-0.316*** (-4.06)	-0.323*** (-4.16)	-0.0346 (-0.44)	-0.0406 (-0.53)	-0.0651 (-0.82)	-0.0676 (-0.85)
course_willstrusts_grade	0.107*** (4.55)	0.104*** (4.47)	0.103*** (4.34)	0.101*** (4.31)	0.0229 (0.97)	0.0204 (0.87)	0.0300 (1.25)	0.0272 (1.14)
course_cacommprop_forgrade	-1.090* (-2.20)	-0.964* (-2.17)	-1.348* (-2.47)	-1.293* (-2.39)	-0.699 (-1.46)	-0.563 (-1.19)	-1.009 (-1.79)	-0.937 (-1.79)
course_cacommprop_grade	0.284* (2.02)	0.272 (1.95)	0.341* (2.22)	0.343* (2.25)	0.179 (1.32)	0.165 (1.23)	0.249 (1.68)	0.251 (1.70)
course_commprop_forgrade	-0.182 (-1.78)	-0.202* (-2.01)	-0.0942 (-0.91)	-0.121 (-1.18)	-0.0493 (-0.50)	-0.0726 (-0.75)	0.0103 (0.10)	-0.0201 (-0.20)
course_commprop_grade	0.0534 (1.74)	0.0577 (1.90)	0.0324 (1.05)	0.0382 (1.24)	0.0183 (0.62)	0.0231 (0.79)	0.00417 (0.14)	0.0105 (0.35)
course_fedcourts_forgrade	-0.246 (-1.39)	-0.310 (-1.77)	-0.227 (-1.29)	-0.275 (-1.57)	-0.0526 (-0.31)	-0.118 (-0.69)	-0.0390 (-0.23)	-0.0854 (-0.50)
course_fedcourts_grade	0.0789 (1.52)	0.0968 (1.88)	0.0703 (1.36)	0.0831 (1.62)	0.0180 (0.36)	0.0365 (0.73)	0.0116 (0.23)	0.0247 (0.49)
course_remedies_forgrade	-0.141 (-1.43)	-0.156 (-1.60)	-0.117 (-1.18)	-0.132 (-1.35)	0.0371 (0.39)	0.0241 (0.25)	0.0424 (0.44)	0.0339 (0.35)
course_remedies_grade	0.0514 (1.72)	0.0511 (1.72)	0.0428 (1.43)	0.0430 (1.44)	-0.00363 (-0.12)	-0.00435 (-0.15)	-0.00586 (-0.20)	-0.00802 (-0.27)
class2015	-0.169*** (-5.00)	-0.166*** (-5.33)	-0.147*** (-4.18)	-0.147*** (-4.33)	-0.181*** (-5.54)	-0.181*** (-5.26)	-0.166*** (-4.45)	-0.166*** (-4.84)
class2014	-0.166*** (-5.33)	-0.166*** (-5.33)	-0.140*** (-4.18)	-0.140*** (-4.33)	-0.158*** (-5.26)	-0.158*** (-5.26)	-0.139*** (-4.45)	-0.139*** (-4.84)
class2013	-0.0559 (-1.92)	-0.0559 (-1.92)	-0.0527 (-1.73)	-0.0527 (-1.73)	-0.0579* (-1.99)	-0.0579* (-1.99)	-0.0479 (-1.62)	-0.0479 (-1.62)
class2012	-0.0359 (-1.28)	-0.0359 (-1.28)	-0.0468 (-1.64)	-0.0468 (-1.64)	-0.0394 (-1.46)	-0.0394 (-1.46)	-0.0392 (-1.42)	-0.0392 (-1.42)
undergrad_GPA			0.0450 (1.21)	0.0245 (0.65)			0.00330 (0.09)	-0.0221 (-0.61)
undergrad_top25			0.0370 (1.13)	0.0329 (1.01)			0.0201 (0.63)	0.0136 (0.43)
undergrad_CSU			-0.0356 (-0.97)	-0.0220 (-0.60)			-0.0332 (-0.93)	-0.0191 (-0.54)
undergrad_UC			-0.0134 (-0.62)	-0.0118 (-0.55)			-0.00885 (-0.42)	-0.00730 (-0.35)
lsat_score			0.00692** (3.00)	0.00545* (2.31)			0.00331 (1.46)	0.00145 (0.63)
leop_admit			-0.0769* (-2.49)	-0.0783* (-2.54)			-0.0874** (-2.90)	-0.0889** (-2.96)
transfer_status			0.0828 (1.59)	0.0292 (0.55)			0.0154 (0.30)	-0.0468 (-0.89)
LGPA					0.667*** (11.40)	0.668*** (11.54)	0.597*** (9.69)	0.615*** (10.05)
conc_civil					0.0912* (1.96)	0.0930* (2.03)	0.0823 (1.74)	0.0842 (1.79)
conc_ip					-0.104* (-2.10)	-0.107* (-2.20)	-0.103* (-1.99)	-0.109* (-2.12)
conc_crim					0.109* (2.17)	0.0885 (1.77)	0.105* (2.07)	0.0855 (1.69)
conc_sjc					0.0201 (0.38)	0.00298 (0.06)	0.0106 (0.20)	-0.00325 (-0.06)
conc_envr					-0.0266 (-0.17)	0.0157 (0.10)	-0.0311 (-0.20)	0.0104 (0.07)
conc_govt					-0.115 (-1.07)	-0.0996 (-0.94)	-0.122 (-1.14)	-0.109 (-1.03)
conc_hlth					-0.140* (-2.18)	-0.145* (-2.28)	-0.142* (-2.21)	-0.148* (-2.32)
conc_intl					-0.136* (-2.29)	-0.155** (-2.64)	-0.166** (-2.74)	-0.174** (-2.90)
conc_tax					0.0758 (1.82)	0.0760 (1.84)	0.0833 (1.94)	0.0861* (2.02)
jud_ext					0.0143 (0.64)	0.000891 (0.04)	0.0233 (1.01)	0.00997 (0.43)
clinical_courses					-0.00769 (-1.25)	-0.00430 (-0.71)	-0.00417 (-0.66)	-0.00175 (-0.28)
leave_of_absence					-0.0316 (-0.52)	-0.0482 (-0.80)	-0.0597 (-0.96)	-0.0733 (-1.19)
study_abroad					0.0781* (2.10)	0.0762* (2.08)	0.0877* (2.35)	0.0843* (2.28)
journal_hastings					-0.0112 (-0.37)	-0.0161 (-0.53)	-0.0121 (-0.38)	-0.0163 (-0.53)
journal_other					0.0409* (2.12)	0.0382* (2.00)	0.0379 (1.93)	0.0348 (1.79)
moot_team					0.0348 (1.30)	0.0391 (1.47)	0.0294 (1.09)	0.0342 (1.28)
_cons	0.708*** (16.45)	0.842*** (17.22)	-0.541 (-1.22)	-0.114 (-0.25)	-1.458*** (-7.46)	-1.332*** (-6.84)	-1.748*** (-8.87)	-1.294*** (-8.81)
N	1794	1794	1706	1706	1794	1794	1706	1706

t statistics in parentheses  
\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 10: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework with Letter Grade Interaction & Controls

effects.<sup>25</sup> Additionally, while many coefficients are significant in the bivariate and pre-Hastings control models (models 1-4), the continued lack of significance in models 5-8 suggests this analysis yields little additional insight. The results in models 1-4 are likely due to the fact that law school GPA is uncontrolled for, and the grades in the individual courses are merely picking up this variation.

Thus, it appears that even when accounting for a student's performance in an individual bar subject course, we do not detect a significant, positive effect of any particular course. This finding is perfectly compatible with the finding in the previous section, as it is likely many of these courses have small, hard-to-detect effects, that when added together, yield a modest overall effect.<sup>26</sup>

### 3.3 Differential Effects by GPA, Legal Education Opportunity Program (LEOP) Admission

There are many reasons to suspect that the benefit of taking bar subject courses might be differential across the student body. We might expect top students to pass the bar exam no matter their coursework, while those students who are struggling might reap larger benefits from systematic coverage of bar subjects in their coursework. To examine the possibility that the effect of coursework on bar passage might

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<sup>25</sup>If one wishes to interpret the marginal effects in Table 10, the coefficients for a course must be added together. Despite the trouble with interpreting the bivariate coefficients in model 1 as credible effects, the process of interpretation is relatively clear, particularly for Civil Procedure II (275). By taking the `_forgrade` variable as the baseline for a student taking the course but receiving an F at an effect of -31.3% on the probability of bar passage (because no other non-course variables are controlled for, this is likely picking up lots of variance from overall student quality), we can figure out the effect for students earning higher grades. Because a student earning an A would have a value of 4 for the `_grade` variable,  $(4 * 0.100) + .313 = 0.087$  is the estimated effect on the probability for an A student. Thus, an A student would have a 8.7% increase in probability of passing the bar. Students with Bs and Cs would have corresponding probabilities between those two extremes, simply altered by changing the 4 to a 3 or 2, respectively.

<sup>26</sup>By hard-to-detect, I largely mean we have little statistical power to evaluate many of these individual courses, particularly when nearly all or very few students take a single course. Statistical power to detect the effect of an individual course would be maximized with roughly 50% of students enrolled in that course, and even then, the modest overall effect suggests that the effect size of any individual course would be quite small, making it difficult to detect.



be larger among particular subgroups than others, a number of additional models for separate subgroups were run, breaking the student population down by GPA quartile and whether the student was admitted via LEOP.<sup>27</sup>

While the tables in the previous sections have followed the same general layout, the models in this section follow a slightly different pattern in order to allow us to examine differential effects of bar subject courses among particular subgroups. Additionally, the tables in this section exclude models with graduation year fixed effects (models 2, 4, 6, and 8 in previous tables) in order to fit each analysis on a single page. Tables 11 and 12 display regression models identical to those in Table 4, except broken down by LGPA quartile.<sup>28</sup>

	(1) 4th Quartile Lowest GPA	(2) 3rd Quartile	(3) 2nd Quartile	(4) 1st Quartile Highest GPA	(5) 4th Quartile Lowest GPA	(6) 3rd Quartile	(7) 2nd Quartile	(8) 1st Quartile Highest GPA
bar_courses	-0.0110 (-0.79)	0.0389** (3.07)	0.0193* (2.09)	0.00481 (1.14)	-0.00300 (-0.21)	0.0349** (2.62)	0.0199* (2.10)	0.00551 (1.20)
undergrad_GPA					-0.0440 (-0.46)	0.0933 (1.15)	-0.0152 (-0.24)	0.0685* (2.19)
undergrad_top25					0.0624 (0.67)	0.0604 (0.73)	0.0241 (0.48)	-0.0463 (-1.96)
undergrad_CSU					-0.0289 (-0.34)	-0.120 (-1.43)	0.00327 (0.05)	0.0188 (0.61)
undergrad_UC					0.00918 (0.17)	-0.116* (-2.26)	0.0383 (1.05)	0.00444 (0.26)
lsat_score					-0.000561 (-0.11)	0.0105 (1.93)	0.0132** (3.05)	0.00282 (1.48)
leop_admit					-0.191** (-2.83)	0.0623 (0.89)	-0.0349 (-0.63)	0.00639 (0.21)
transfer_status					0.145 (0.65)	0.0427 (0.40)	0.0420 (0.52)	0.0625 (1.67)
_cons	0.440*** (5.00)	0.495*** (6.56)	0.779*** (14.49)	0.951*** (39.23)	0.697 (0.68)	-1.428 (-1.39)	-1.322 (-1.60)	0.241 (0.64)
N	448	449	449	448	432	416	432	426

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 11: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls by GPA Quartile

The patterns in Tables 11 and 12 are quite striking and consistent across different model specifications. Particularly, as seen in models 2 and 6 of both tables, students

<sup>27</sup>These differential effects could also be tested by interaction terms entered into previous regression models. Because of the difficulty involved in interpretation of marginal effects of the many multiplicative interactions that would have resulted, separate models for each subgroup were run. This yields the additional benefit that coefficients from models on different subgroups can be directly compared, and allows for more parsimonious models.

<sup>28</sup>Because one could count quartiles starting with either the highest or lowest GPAs, I extensively label all quartiles in the following tables. To follow convention, the 1st quartile are the top 25% of students, the 2nd quartile is the top 25-50% of students, the 3rd quartile are the top 50-75% of students, and the 4th quartile is comprised of the bottom 25% (i.e. 75-100%) of students.

	(1) 4th Quartile Lowest GPA	(2) 3rd Quartile	(3) 2nd Quartile	(4) 1st Quartile Highest GPA	(5) 4th Quartile Lowest GPA	(6) 3rd Quartile	(7) 2nd Quartile	(8) 1st Quartile Highest GPA
bar_courses	-0.00708 (-0.48)	0.0372** (2.68)	0.0100 (1.02)	0.00570 (1.16)	-0.000534 (-0.03)	0.0317* (2.15)	0.0102 (1.00)	0.00550 (1.03)
LGPA	0.677*** (5.45)	1.173*** (3.76)	0.615* (2.45)	0.0617 (1.03)	0.642*** (4.92)	1.145*** (3.52)	0.505* (1.97)	0.0259 (0.40)
conc_civil	0.0745 (0.64)	0.199 (1.74)	0.0486 (0.69)	0.0213 (0.56)	0.0730 (0.61)	0.185 (1.46)	0.0334 (0.47)	0.0218 (0.56)
conc_ip	0.0851 (0.77)	-0.432*** (-3.61)	-0.173* (-2.35)	0.0375 (0.70)	0.0503 (0.43)	-0.411** (-3.19)	-0.186* (-2.46)	0.0263 (0.44)
conc_crim	0.0450 (0.33)	0.236* (2.11)	0.0691 (0.82)	0.0337 (0.86)	0.0404 (0.29)	0.195 (1.73)	0.0360 (0.41)	0.0271 (0.67)
conc_sjc	-0.160 (-1.50)	0.235 (1.90)	0.150 (1.54)	0.0315 (0.54)	-0.132 (-1.23)	0.169 (1.31)	0.170 (1.75)	0.0215 (0.36)
conc_envr	0 (.)	-0.141 (-0.46)	0.0750 (0.34)	0.0234 (0.22)	0 (.)	-0.124 (-0.40)	0.0785 (0.35)	0.0298 (0.27)
conc_govt	-0.248 (-0.75)	-0.652* (-2.12)	-0.0374 (-0.30)	0.0328 (0.22)	-0.248 (-0.75)	-0.697* (-2.28)	-0.0364 (-0.30)	0.0159 (0.10)
conc_hlth	-0.171 (-1.20)	-0.251 (-1.41)	-0.134 (-1.61)	0.0208 (0.19)	-0.185 (-1.30)	-0.248 (-1.40)	-0.131 (-1.56)	0.0514 (0.46)
conc_intl	-0.286 (-1.77)	-0.108 (-0.86)	-0.141 (-1.40)	-0.0745 (-1.45)	-0.292 (-1.81)	-0.139 (-1.08)	-0.184 (-1.74)	-0.0824 (-1.56)
conc_tax	0.260* (2.35)	0.00427 (0.05)	0.0413 (0.55)	0.0354 (1.00)	0.291* (2.48)	0.0170 (0.20)	0.0228 (0.29)	0.0324 (0.86)
jud_ext	0.0361 (0.53)	-0.00654 (-0.12)	0.0170 (0.44)	0.00718 (0.45)	0.0455 (0.65)	-0.0162 (-0.30)	0.0285 (0.73)	0.00380 (0.23)
clinical_courses	-0.00739 (-0.48)	-0.0203 (-1.49)	-0.0169 (-1.64)	0.00219 (0.40)	0.000943 (0.06)	-0.0172 (-1.20)	-0.0166 (-1.55)	-0.000223 (-0.04)
leave_of_absence	0.0828 (0.77)	-0.0908 (-0.55)	-0.234 (-1.80)	0.0383 (0.56)	0.0885 (0.81)	-0.212 (-1.20)	-0.189 (-1.45)	0.0286 (0.40)
study_abroad	0.111 (1.22)	0.141 (1.75)	-0.0524 (-0.89)	0.0373 (0.90)	0.135 (1.48)	0.127 (1.55)	-0.0333 (-0.56)	0.0467 (1.09)
journal_hastings	0.0357 (0.24)	0.104 (0.81)	0.0516 (0.95)	0.0121 (0.66)	0.0640 (0.40)	0.0446 (0.33)	0.0479 (0.87)	0.0177 (0.91)
journal_other	0.0585 (1.22)	0.0415 (0.97)	0.0169 (0.53)	-0.0186 (-1.01)	0.0567 (1.17)	0.0273 (0.62)	0.00808 (0.25)	-0.0246 (-1.24)
moot_team	0.250 (1.73)	0.0663 (0.98)	0.0158 (0.40)	0.00266 (0.16)	0.266 (1.83)	0.0441 (0.66)	0.0155 (0.38)	0.00586 (0.32)
undergrad_GPA					-0.0998 (-1.07)	0.0982 (1.23)	-0.0633 (-0.98)	0.0696* (2.16)
undergrad_top25					0.0639 (0.71)	0.0359 (0.44)	0.0165 (0.32)	-0.0512* (-2.09)
undergrad_CSU					0.000228 (0.00)	-0.124 (-1.49)	-0.000810 (-0.01)	0.0224 (0.70)
undergrad_UC					0.0368 (0.69)	-0.103* (-2.04)	0.0359 (0.96)	0.00218 (0.13)
lsat_score					-0.00740 (-1.41)	0.00822 (1.52)	0.00989* (2.26)	0.00272 (1.35)
transfer_status					-0.0447 (-0.20)	0.0372 (0.35)	0.0307 (0.37)	0.0692 (1.79)
leop_admit					-0.231*** (-3.50)	0.0772 (1.09)	-0.0448 (-0.80)	0.00684 (0.21)
_cons	-1.501*** (-4.11)	-3.166** (-3.21)	-1.199 (-1.43)	0.710** (3.24)	0.122 (0.12)	-4.636** (-3.30)	-2.226 (-1.93)	0.154 (0.37)
N	448	449	449	448	432	416	432	426

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 12: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls by GPA Quartile

in the 3rd highest quartile see a positive and significant effect of each bar subject course on bar passage probability on the first attempt, varying between 3.17-3.89%. The most credible estimate from model 6 in Table 12 suggests that for each additional bar subject course a student in this quartile takes, they increase their probability of passing the California bar exam on the first attempt by 3.17%. Interestingly, we see little positive effect among the other three quartiles, with the 2nd quartile seeing the next largest, although not statistically significant effect at 1.02%.<sup>29</sup>

A number of reasons likely explain this more prominent effect among the third highest quartile – unlike those students at the top, they are far less likely to pass the bar exam, preventing any ceiling effects.<sup>30</sup> While it is impossible to know the exact reason for the lack of effect among the lowest quartile, it is possible that student performance in these bar subject courses is lacking, such that they receive little additional benefit from the course.

Because admission to UC Hastings through the Legal Education Opportunity Program (LEOP) was another statistically significant predictor of bar exam passage in earlier sections it is worth examining students admitted through this program separately from those that were not. Students admitted through the LEOP program were roughly 10% less likely to pass the bar exam on a first attempt.<sup>31</sup> Table 13 displays the same four core statistical models, with separate models for students admitted via LEOP and those who were not. First, it is worth noting the difference in size of each of these groups, with 316 graduating students from 2011-2015 admitted via

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<sup>29</sup>Because the changing effect of bar coursework is not monotonic across the four LGPA quartiles, a multiplicative interaction term of the number of bar subject courses and LGPA will likely not capture this variation in effect by LGPA. Indeed, as shown in Table 34 in the Appendix, a more traditional modeling specification does not capture these differences.

<sup>30</sup>Because the dependent variable is dichotomous, we have no indication by *how much* a student passes the bar exam. It is completely possible the courses benefit all, but the effect is simply not recorded in the dependent variable.

<sup>31</sup>The LEOP program “...recognizes that the traditional numeric criteria used to determine admissions may not be sufficient indicators of academic potential for students who have experienced significant obstacles - educational, economic, social, or physical - that have restricted access to academic opportunities and resources.” <http://www.uchastings.edu/academics/education/leop/index.php>

LEOP, while 1478 were not. Interestingly, we see positive and statistically significant effects of additional bar subject coursework for those not admitted via LEOP, with the most credible effect estimate showing a 1.46% positive marginal effect for each bar subject course on probability of first-attempt bar passage. However, because we know that being admitted via LEOP is correlated with lower undergraduate and law GPAs, it is not entirely possible to determine the role of LEOP admission from this analysis alone.

For this reason, Tables 14 and 15 shown the same models, except only run on the 3rd and 4th LGPA quartiles, respectively.<sup>32</sup> Table 14 displays the rather striking finding that the largest magnitude effects of additional bar subject coursework are concentrated among those students in the 3rd quartile who were *not* admitted via LEOP. The most credible estimate of this effect among this subgroup is that each additional bar subject course yields an increased probability of bar passage on first attempt of 4.65%. Additionally, there is no clear effect positive or negative effect among those students admitted via LEOP.<sup>33</sup> As shown in Table 16, this finding holds true when we separate students admitted via LEOP based on their entering LSAT score. In models where a student’s activities are controlled for (i.e. models 5-8), we see no significant positive or negative effect among LEOP admits with high or low LSAT scores. However, the coefficients for the impact of bar coursework for those above and below the threshold are statistically different from one another (although not zero), with those scoring below 150 receiving a greater benefit than those scoring above 150.<sup>34</sup> This finding is largely in line with the results for the overall sample by LGPA quartile, not just LEOP admits – those with lower numerical scores (on LSAT

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<sup>32</sup>Table 39 in the Appendix displays results for only the bottom 10% of students. There are no statistically significant effects among this group, partially owing to the small sample size.

<sup>33</sup>While it is true that the number of students admitted via LEOP in these two quartiles is quite small, the effect estimate is actually negative and statistically insignificant in most cases, suggesting that this null result is not merely due to lack of statistical power.

<sup>34</sup>If we choose an alternative LSAT cutoff at 155, we find substantially similar results. Table 35 in the Appendix displays these models.

	(1) Non-LEOP	(2) LEOP	(3) Non-LEOP	(4) LEOP	(5) Non-LEOP	(6) LEOP	(7) Non-LEOP	(8) LEOP
bar_courses	0.0107 (1.65)	-0.0352* (-2.05)	0.0109 (1.62)	-0.0222 (-1.31)	0.0165** (2.65)	-0.00538 (-0.34)	0.0146* (2.23)	-0.00535 (-0.33)
undergrad_GPA			0.165*** (3.77)	0.210* (2.03)			-0.00259 (-0.07)	-0.00843 (-0.09)
undergrad_top25			0.0384 (1.04)	0.163 (1.30)			0.0135 (0.42)	0.111 (1.02)
undergrad_CSU			-0.0209 (-0.47)	-0.116 (-1.16)			-0.00244 (-0.06)	-0.0833 (-0.97)
undergrad_UC			-0.0345 (-1.39)	0.0456 (0.63)			-0.0123 (-0.56)	0.0712 (1.13)
lsat_score			0.0129*** (4.43)	0.0209*** (3.99)			0.00244 (0.93)	-0.00142 (-0.28)
transfer_status			0.161** (2.89)	0 (.)			0.0219 (0.44)	0 (.)
LGPA					0.646*** (18.88)	0.823*** (10.22)	0.626*** (17.34)	0.834*** (9.66)
conc_civil					0.0979* (2.05)	0.00566 (0.04)	0.0816 (1.67)	-0.00248 (-0.02)
conc_ip					-0.0803 (-1.57)	-0.312* (-2.20)	-0.0585 (-1.09)	-0.490** (-3.26)
conc_crim					0.0838 (1.57)	0.216 (1.73)	0.0763 (1.41)	0.198 (1.58)
conc_sjc					0.0756 (1.32)	-0.161 (-1.33)	0.0533 (0.91)	-0.152 (-1.25)
conc_envr					-0.0254 (-0.16)	-0.172 (-0.40)	-0.0347 (-0.22)	-0.102 (-0.24)
conc_govt					-0.126 (-1.16)	-0.207 (-0.50)	-0.128 (-1.19)	-0.243 (-0.59)
conc_hlth					-0.119 (-1.72)	-0.275 (-1.72)	-0.126 (-1.82)	-0.277 (-1.74)
conc_intl					-0.170** (-2.75)	0.104 (0.60)	-0.204** (-3.21)	0.112 (0.64)
conc_tax					0.0727 (1.73)	0.138 (1.03)	0.0849 (1.95)	0.125 (0.92)
jud_ext					0.0245 (1.02)	-0.00275 (-0.05)	0.0258 (1.05)	-0.00580 (-0.10)
clinical_courses					-0.00948 (-1.47)	0.00243 (0.15)	-0.00678 (-1.01)	0.00237 (0.14)
leave_of_absence					-0.0867 (-1.36)	0.255 (1.48)	-0.111 (-1.71)	0.304 (1.73)
study_abroad					0.103* (2.48)	0.0281 (0.34)	0.106* (2.54)	0.0293 (0.35)
journal_hastings					-0.0123 (-0.40)	0.0828 (0.72)	-0.0161 (-0.51)	0.0504 (0.43)
journal_other					0.0438* (2.14)	0.0446 (0.88)	0.0398 (1.90)	0.0408 (0.80)
moot_team					0.0113 (0.43)	0.322** (2.88)	0.00856 (0.32)	0.327** (2.92)
_cons	0.725*** (19.09)	0.737*** (6.71)	-1.935*** (-3.48)	-3.337*** (-3.41)	-1.429*** (-11.98)	-1.970*** (-7.25)	-1.734*** (-3.51)	-1.790* (-2.01)
<i>N</i>	1478	316	1397	309	1478	316	1397	309

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 13: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls by LEOP

or LGPA) have more room to improve.

Just as in the overall models broken down by LEOP admission, among those in the 4th LGPA quartile, shown in Table 15, we see no sign of an effect of additional bar subject coursework among LEOP or non-LEOP admits. The results across all these subgroup models are remarkably consistent – we see the strongest effect of additional bar subject coursework among those in the 3rd quartile who are not admitted via LEOP.<sup>35</sup>

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<sup>35</sup>If we examine the dependent variable of bar passage on *any* attempt, we find somewhat different results, likely owing to the confounding factor of student effort discussed earlier. Particularly, in these models, contained in the Appendix in Tables 31, 32, and 33, we find that the lowest GPA quartile possesses the most positive effect of additional bar coursework, and that students admitted via LEOP reap the largest benefit. These findings are not just slightly different, but directly contract those for the first bar exam attempt, which is worrying. Because measuring a student’s propensity to exert effort and engage in other bar exam preparatory activities is impossible to measure without error, it is impossible to fully account for the alternative explanation that these students in these subsets merely exert far more effort to pass the bar exam on subsequent attempts, resulting in this discrepancy.

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Non-LEOP	LEOP	Non-LEOP	LEOP	Non-LEOP	LEOP	Non-LEOP	LEOP
bar_courses	0.0529*** (3.74)	-0.0148 (-0.51)	0.0461** (3.06)	-0.0130 (-0.41)	0.0525*** (3.36)	-0.0407 (-1.21)	0.0465** (2.80)	-0.0381 (-1.08)
undergrad_GPA			0.0731 (0.79)	0.161 (0.93)			0.0959 (1.06)	0.200 (1.04)
undergrad_top25			0.0338 (0.39)	0.122 (0.45)			0.0219 (0.25)	0.306 (1.02)
undergrad_CSU			-0.0611 (-0.64)	-0.384* (-2.05)			-0.0640 (-0.67)	-0.384* (-2.07)
undergrad_UC			-0.102 (-1.84)	-0.187 (-1.42)			-0.0924 (-1.69)	-0.0948 (-0.70)
lsat_score			0.0144* (2.17)	0.000566 (0.06)			0.0126 (1.91)	-0.000403 (-0.04)
transfer_status			0.0665 (0.60)	0 (.)			0.0757 (0.68)	0 (.)
LGPA					1.387*** (3.99)	0.928 (1.14)	1.360*** (3.75)	0.854 (1.02)
conc_civil					0.193 (1.63)	0.318 (0.70)	0.153 (1.16)	0.177 (0.37)
conc_ip					-0.245 (-1.65)	-0.846*** (-3.85)	-0.166 (-1.01)	-0.827*** (-3.72)
conc_crim					0.317* (2.27)	0.0125 (0.06)	0.278* (1.99)	-0.135 (-0.61)
conc_sjc					0.254 (1.95)	0.274 (0.58)	0.158 (1.17)	0.0986 (0.20)
conc_envr					-0.0963 (-0.31)	0 (.)	-0.0732 (-0.24)	0 (.)
conc_govt					-0.612* (-2.01)	0 (.)	-0.709* (-2.33)	0 (.)
conc_hlth					-0.245 (-1.38)	0 (.)	-0.248 (-1.42)	0 (.)
conc_intl					-0.198 (-1.41)	0.250 (0.88)	-0.246 (-1.70)	0.273 (0.95)
conc_tax					0.0330 (0.37)	-0.143 (-0.53)	0.0557 (0.62)	-0.209 (-0.76)
jud_ext					-0.00781 (-0.13)	-0.0284 (-0.25)	-0.0223 (-0.35)	0.0127 (0.10)
clinical_courses					-0.0229 (-1.48)	-0.0270 (-0.80)	-0.0143 (-0.90)	-0.00420 (-0.11)
leave_of_absence					-0.0769 (-0.47)	0 (.)	-0.216 (-1.24)	0 (.)
study_abroad					0.204* (2.21)	-0.127 (-0.72)	0.211* (2.27)	-0.169 (-0.86)
journal_hastings					0.127 (0.89)	-0.326 (-0.99)	0.0787 (0.53)	-0.453 (-1.24)
journal_other					0.0248 (0.52)	0.0483 (0.47)	0.0172 (0.35)	0.0597 (0.55)
moot_team					0.0368 (0.52)	0.308 (1.28)	0.0114 (0.16)	0.273 (1.11)
_cons	0.419*** (5.05)	0.810*** (4.38)	-2.062 (-1.65)	0.305 (0.17)	-3.923*** (-3.57)	-1.820 (-0.72)	-6.123*** (-3.75)	-2.210 (-0.67)
N	367	82	336	80	367	82	336	80

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 14: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls by LEOP, 3rd LGPA Quartile Only

	(1) Non-LEOP	(2) LEOP	(3) Non-LEOP	(4) LEOP	(5) Non-LEOP	(6) LEOP	(7) Non-LEOP	(8) LEOP
bar_courses	0.00559 (0.31)	-0.0170 (-0.78)	-0.00150 (-0.08)	-0.0116 (-0.51)	0.00854 (0.44)	-0.0149 (-0.67)	0.00225 (0.11)	-0.0113 (-0.49)
undergrad_GPA			-0.111 (-0.89)	0.0438 (0.30)			-0.152 (-1.18)	0.00805 (0.05)
undergrad_top25			0.0291 (0.26)	0.139 (0.80)			0.0110 (0.10)	0.219 (1.34)
undergrad_CSU			0.0128 (0.10)	-0.0398 (-0.34)			0.0450 (0.37)	0.0275 (0.24)
undergrad_UC			-0.00900 (-0.13)	0.0471 (0.54)			0.0168 (0.24)	0.142 (1.66)
lsat_score			-0.0102 (-1.34)	0.00997 (1.41)			-0.0129 (-1.70)	-0.00172 (-0.23)
transfer_status			0.0769 (0.33)	0 (.)			-0.168 (-0.68)	0 (.)
LGPA					0.700*** (4.14)	0.534** (3.05)	0.718*** (4.02)	0.611** (3.28)
conc_civil					0.214 (1.37)	-0.118 (-0.70)	0.238 (1.39)	-0.108 (-0.64)
conc_ip					0.0778 (0.62)	0.105 (0.44)	0.0835 (0.62)	-0.332 (-1.11)
conc_crim					-0.189 (-1.02)	0.337 (1.74)	-0.192 (-1.01)	0.357 (1.81)
conc_sjc					-0.130 (-0.84)	-0.182 (-1.30)	-0.138 (-0.87)	-0.161 (-1.14)
conc_envr					0 (.)	0 (.)	0 (.)	0 (.)
conc_govt					-0.262 (-0.55)	-0.189 (-0.46)	-0.324 (-0.66)	-0.230 (-0.55)
conc_hlth					-0.107 (-0.58)	-0.279 (-1.32)	-0.127 (-0.68)	-0.290 (-1.36)
conc_intl					-0.322 (-1.65)	-0.292 (-0.98)	-0.323 (-1.62)	-0.255 (-0.84)
conc_tax					0.261* (1.99)	0.213 (1.02)	0.308* (2.15)	0.199 (0.93)
jud_ext					0.129 (1.30)	-0.00231 (-0.02)	0.0909 (0.87)	0.0108 (0.11)
clinical_courses					-0.00724 (-0.37)	0.0214 (0.82)	-0.00178 (-0.09)	0.00853 (0.32)
leave_of_absence					0.00127 (0.01)	0.302 (1.58)	-0.00803 (-0.06)	0.361 (1.76)
study_abroad					0.232 (1.86)	-0.0176 (-0.14)	0.207 (1.64)	-0.0263 (-0.20)
journal_hastings					-0.0977 (-0.58)	0.626 (1.49)	-0.0250 (-0.14)	0.711 (1.68)
journal_other					0.0835 (1.33)	0.0272 (0.37)	0.0672 (1.01)	0.0393 (0.53)
moot_team					0.00358 (0.02)	0.716** (3.33)	0.0433 (0.22)	0.700** (3.20)
_cons	0.407*** (3.70)	0.361* (2.51)	2.501 (1.69)	-1.384 (-1.05)	-1.619** (-3.25)	-1.198* (-2.38)	0.974 (0.64)	-1.270 (-0.92)
N	289	159	278	154	289	159	278	154

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 15: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls by LEOP, 4th LGPA Quartile Only



	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	LEOP	LEOP	LEOP	LEOP	LEOP	LEOP	LEOP	LEOP
	< 150	> 150	< 150	> 150	< 150	> 150	< 150	> 150
bar_courses	0.100*	-0.0631***	0.0839*	-0.0465*	0.0632	-0.0246	0.0547	-0.0213
	(2.51)	(-3.37)	(2.00)	(-2.52)	(1.55)	(-1.40)	(1.24)	(-1.21)
undergrad_GPA			-0.116	0.194			-0.167	-0.0218
			(-0.36)	(1.78)			(-0.53)	(-0.22)
undergrad_top25			0.00826	0.114			0.189	0.0878
			(0.03)	(0.81)			(0.63)	(0.72)
undergrad_CSU			-0.133	-0.0787			-0.0502	-0.0648
			(-0.64)	(-0.70)			(-0.25)	(-0.67)
undergrad_UC			0.128	0.0301			0.123	0.0606
			(0.92)	(0.36)			(0.87)	(0.84)
lsat_score			0.0424	0.0343***			0.0230	0.00834
			(1.82)	(4.37)			(0.97)	(1.12)
transfer_status			0	0			0	0
			(.)	(.)			(.)	(.)
LGPA					0.754***	0.843***	0.734**	0.825***
					(3.70)	(9.20)	(3.31)	(8.35)
conc_civil					0.277	-0.0991	0.174	-0.0732
					(0.98)	(-0.67)	(0.57)	(-0.50)
conc_ip					-0.310	-0.270	-0.319	-0.541**
					(-1.05)	(-1.62)	(-1.02)	(-2.98)
conc_crim					0.109	0.220	0.0183	0.221
					(0.41)	(1.56)	(0.06)	(1.58)
conc_sjc					-0.429	-0.0466	-0.377	-0.0503
					(-1.80)	(-0.33)	(-1.51)	(-0.36)
conc_envr					0	-0.199	0	-0.0808
					(.)	(-0.48)	(.)	(-0.19)
conc_govt					0	-0.200	0	-0.188
					(.)	(-0.50)	(.)	(-0.47)
conc_hlth					-0.203	-0.299	-0.336	-0.269
					(-0.63)	(-1.63)	(-0.98)	(-1.48)
conc_intl					0	0.103	0	0.117
					(.)	(0.61)	(.)	(0.70)
conc_tax					-0.0916	0.186	-0.0438	0.142
					(-0.28)	(1.26)	(-0.13)	(0.95)
jud_ext					-0.0417	0.00902	-0.00605	0.00313
					(-0.28)	(0.14)	(-0.04)	(0.05)
clinical_courses					-0.00239	-0.000991	0.00804	-0.00288
					(-0.06)	(-0.06)	(0.20)	(-0.16)
leave_of_absence					0.175	0.336	0.124	0.362
					(0.39)	(1.81)	(0.27)	(1.89)
study_abroad					-0.535	0.0843	-0.640	0.0784
					(-1.64)	(0.99)	(-1.72)	(0.92)
journal_hastings					0.266	0.0493	0.167	0.000489
					(0.76)	(0.40)	(0.45)	(0.00)
journal_other					-0.0186	0.0644	-0.0132	0.0615
					(-0.16)	(1.14)	(-0.10)	(1.08)
moot_team					0	0.338**	0	0.347**
					(.)	(3.08)	(.)	(3.18)
_cons	-0.176	0.915***	-5.970	-5.267***	-2.074**	-1.949***	-4.847	-3.180**
	(-0.66)	(7.74)	(-1.62)	(-3.92)	(-3.31)	(-6.32)	(-1.31)	(-2.61)
N	71	245	70	239	71	245	70	239

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 16: Bar Passage (1st Attempt) Regressed (OLS) on Bar Courses & Controls by LEOP, Over/Under LSAT = 150

## 4 Effects of Interventions for Low LGPA Students: Legal Analysis, Critical Studies, and their Ef- fects on Bar Passage and Subsequent LGPA

UC Hastings offers two types of courses intended at boosting students' performance. The first, Legal Analysis, is offered both for students in their Spring 1L semester, and as an upper-division class for 2L students, and aims primarily to boost LGPA. Critical Studies a two-semester course offered for 3L students intended to prepare students for the California bar exam.

For both courses, students in lower LGPA brackets are required to take the course, and in the case of Critical Studies, some students appear to voluntarily take the course, as well. For 2011-2015, students in the bottom 10% of their class after the Fall semester of their 1L year are required to take Legal Analysis. Similarly, the upper-division Legal Analysis course is required for students in the bottom 10% in their second year.<sup>36</sup> With respect to Critical Studies, from 2011-2014, students in the bottom 10% were required to take the course, also subject to a relatively less commonly granted waiver by the AAD, and in 2015, the requirement was expanded to 3Ls in the entire bottom quartile. Unlike Legal Analysis, there appear to be far more students voluntarily taking Critical Studies, at least as of the 2015-2016 academic year, even if they do not explicitly fall below the threshold for which the course is required.

Given the data used for this report are comprised of all students who took the California Bar Exam, the percentage of students in these courses in our sample are

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<sup>36</sup>Both these courses were mandatory unless waived by the Associate Academic Dean (AAD). This problematic selection issue where particular types of students may be sorted into or out of the course is discussed more in-depth later. Because higher-performing students would generally be more likely to receive this waiver, this may result in a downward bias in the estimates of our effects. That is, the selection out of the requirement might suppress any effect of Legal Analysis in our models. This waiver process was changed in 2014, although those affected by this change are not included in this analysis.

substantially lower than the rates described above, as low-performing students may opt to not take the CA Bar Exam. The exact proportions of each graduating class from 2011-2015 enrolled in Legal Analysis and Critical Studies are shown in Table 2. The percent enrolled in the 1L Legal Analysis course varies from 4-9%, while the percent enrolled in the upper-division Legal Analysis course varies from 1-6%. The percentages for Critical Studies appear far more in line with the required percentages, with 9-11% taking the first Critical Studies semester from 2011-2014, and 22% taking the course in 2015. Similarly, the second semester of Critical Studies shows 8-14% between 2011-2014, and 29% in 2015.

If we wish to assess the role Legal Analysis and Critical Studies play in affecting student performance in their time at UC Hastings as well as on the California Bar Exam, simple regression models, like those used in the previous sections are not able to provide us with an unbiased estimate. Because particular types of students were selected for these courses based on their LGPA, a characteristic that we know is highly correlated with subsequent LGPA and bar exam passage, there is a massive issue of selection bias. That is, our estimates of the role of the course would be biased by the fact that only those in lower percentiles are taking the course.

The obvious solution to this problem is to only compare students who are enrolled in these courses to *similar* students. The first, and most crude, way to do this is to subset to students in the lower quartile of LGPA, thus ensuring that we are only comparing low-performing students in the courses to those who are not, albeit with slightly higher LGPAs. The second and far more robust method is to implement a matching procedure, in which we compare those students in the courses to selected students who are as close as possible to the students on a set of covariates, except they were not enrolled in the course.

For the purposes of demonstration, results from raw, naive regressions, and the first crude approach – subsetting to the bottom quartile of students – are shown

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Full Sample	Full Sample	Full Sample	Full Sample	4th Quartile	4th Quartile	4th Quartile	4th Quartile
crit_studies_1.taken	-0.257*** (-6.37)	-0.265*** (-6.55)	-0.221*** (-5.39)	-0.227*** (-5.53)	-0.0850 (-1.38)	-0.0953 (-1.57)	-0.0819 (-1.31)	-0.0929 (-1.50)
crit_studies_2.taken	-0.125*** (-3.30)	-0.113*** (-2.94)	-0.101*** (-2.63)	-0.0920* (-2.35)	-0.0572 (-0.93)	-0.0440 (-0.71)	-0.0514 (-0.82)	-0.0380 (-0.60)
la_1.taken	-0.297*** (-6.93)	-0.295*** (-6.87)	-0.266*** (-6.12)	-0.265*** (-6.08)	-0.131* (-2.24)	-0.103 (-1.77)	-0.129* (-2.14)	-0.104 (-1.72)
la_2.taken	-0.315*** (-6.03)	-0.316*** (-6.03)	-0.293*** (-5.66)	-0.292*** (-5.60)	-0.110 (-1.51)	-0.0696 (-0.94)	-0.106 (-1.45)	-0.0694 (-0.93)
class2015		-0.0475 (-1.46)		-0.0547 (-1.65)		-0.140 (-1.61)		-0.147 (-1.64)
class2014		-0.0908** (-3.10)		-0.0716* (-2.42)		-0.244*** (-3.51)		-0.217** (-3.02)
class2013		-0.0188 (-0.64)		-0.0256 (-0.87)		-0.194** (-2.95)		-0.174* (-2.57)
class2012		-0.0272 (-0.95)		-0.0449 (-1.57)		-0.129* (-2.05)		-0.132* (-2.06)
undergrad_GPA			0.111** (2.92)	0.109** (2.84)			-0.0754 (-0.80)	-0.0539 (-0.57)
undergrad_top25			0.0416 (1.22)	0.0415 (1.22)			0.0608 (0.66)	0.0573 (0.62)
undergrad_CSU			-0.0413 (-1.09)	-0.0361 (-0.95)			-0.0261 (-0.31)	-0.0207 (-0.25)
undergrad_UC			-0.0185 (-0.83)	-0.0192 (-0.86)			0.0152 (0.28)	0.000347 (0.01)
lsat_score			0.00858*** (3.59)	0.00852*** (3.51)			-0.00506 (-0.95)	-0.00452 (-0.85)
leop_admit			-0.106*** (-3.33)	-0.105*** (-3.30)			-0.218** (-3.26)	-0.203** (-3.05)
transfer_status			0.0683 (1.30)	0.0535 (1.00)			0.0300 (0.14)	-0.0184 (-0.08)
_cons	0.816*** (78.06)	0.851*** (41.08)	-0.941* (-2.06)	-0.886 (-1.91)	0.468*** (14.95)	0.586*** (12.60)	1.601 (1.56)	1.554 (1.51)
N	1794	1794	1706	1706	448	448	432	432

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 17: Bar Passage (1st Attempt) Regressed (OLS) on Legal Analysis, Critical Studies, & Pre-Hastings Controls

in Table 17.<sup>37</sup> Because the Legal Analysis and Critical Studies interventions come throughout a student's law school career, I only condition on pre-Hastings covariates in these models.<sup>38</sup> As the results in the first four models show, if we include the full sample of students, we find a highly negative and robust relationship between all of the Legal Analysis and Critical Studies courses and bar passage on first attempt. Without question, the strength of this relationship is largely driven by the fact that the students enrolled in these courses were only students with low LGPAs. However, as shown in models 5-8, when we subset to only students in the 4th quartile (i.e. the lowest), we see this relationship is attenuated, and is no longer statistically significant in most cases. However, we still see a consistent negative relationship, likely owing to the fact that we're still comparing the bottom 10% to the bottom 10-25% in most

<sup>37</sup>Table 39 in the Appendix displays these same regressions, except run on only the bottom 10% of students. There is no clear effect of any of these interventions in that subgroup, partially owing to the small sample size.

<sup>38</sup>Including variables assessed after these interventions would introduce post-treatment bias.

cases, and the differences between these two groups are meaningful.

Fundamentally, when we want to assess the causal role of a given treatment, in this case Legal Analysis or Critical Studies, we want the treatment to be the only thing that varies between those that received it and those that did not. In this manner, we can then attribute any differences between the groups to the intervention itself, and not some other observed or unobserved difference between the groups.<sup>39</sup> Thus, to ensure the comparison is between as similar students as possible, I utilize a nonparametric matching procedure.<sup>40</sup> Matching works through an intuitive process that attempts to replicate the ideal experiment in which the only differences between treated and control students is the course. In order to achieve this, we specify covariates on which we wish the groups to be “balanced”, i.e. equivalent in distribution. In this case, we wish students who took Legal Analysis or Critical Studies to be similar in aptitude to those who did not, so we can specify that the matching procedure pair students with as minimal differences as possible on LSAT, LGPA, etc.<sup>41</sup> The matching algorithm is simply a minimization algorithm that attempts to find as similar as possible matches for each “treated” student; in this analysis, I utilize a genetic matching algorithm.<sup>42</sup>

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<sup>39</sup>Experimental designs often ensure this by design through random assignment. However, in observational data, this benchmark is often not met. However, several techniques, matching included, attempt to approximate this standard.

<sup>40</sup>For additional information on this procedure, please see:

Rosenbaum, P. R., & Rubin, D. B. (1983). The central role of the propensity score in observational studies for causal effects. *Biometrika*, 70(1), 41-55.

Rubin, D. B. (2006). *Matched sampling for causal effects*. Cambridge University Press.

Diamond, A., & Sekhon, J. S. (2013). Genetic matching for estimating causal effects: A general multivariate matching method for achieving balance in observational studies. *Review of Economics and Statistics*, 95(3), 932-945.

<sup>41</sup>Notably, because students below a certain LGPA threshold were required to take these courses, it is possible we will not achieve perfect balance. However, because of the slightly loosened standards due to noncompliance from advisors allowing certain students to opt out, this threshold is slightly more blurry. As such, other similar causal inference techniques such as regression discontinuity designs (RDD) are not appropriate. Two-way noncompliance, in which those assigned to the coursework can opt out, and those who are not assigned to the coursework can opt in, is problematic, and is not a fully solvable problem in this case.

<sup>42</sup>Sekhon, J. S. (2011). Multivariate and Propensity Score Matching Software with Automated Balance Optimization: The Matching package for R. *Journal of Statistical Software*, 42(07).

Like a regression design, we can think of those covariates on which we balance the treated and control groups as “controlled” for. In order for this to be credible, however, we must assess the remaining differences between treated and control students after matching, as matching cannot sometimes eliminate all differences between the two groups.<sup>43</sup> Thus, interpreting the results from a matching analysis involve two steps: 1) assessing the performance of the matching analysis in reducing disparities between groups on the specified covariates, and 2) examining the simple mean difference between the two groups on the outcome variable of interest. Because matching does not take into account the outcome variable at first, a single matched set can then be used to assess a variety of outcomes. In the matching analyses contained in this section, I estimate the Average Treatment Effect on the Treated (ATT). That is, for those students enrolled in Legal Analysis or Critical Studies, I find suitable matches among students who did not take these courses, and then discard those dissimilar students who did not take the courses. In this manner, the analysis is similar to the crude step taken in Table 17 in which we discard the top three LGPA quartiles because they are not comparable to those enrolled in the courses. It is important to note that construction of the control group is not done in the aggregate – each individual student in the treatment group is paired with a match in the control group, and then the mean difference across all these pairs is computed.

Interpretation of results from matching analyses is relatively straightforward – because the specified control variables are matched on – the relationship between the treatment of interest and the outcome can be expressed as a simple mean difference. However, because matching is only tractable with a binary treatment and we cannot

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<sup>43</sup>Given the somewhat strict percentile cutoffs for both Legal Analysis and Critical Studies, this could be a possible problem for this analysis. The extent to which this is a problem is empirically answerable, however, as we can examine balance for each analysis. This problem is particularly acute if we list many covariates to balance on, as the matching algorithm may make balance on a particularly theoretically important covariate worse in order to improve balance on a less important covariate. Therefore, a small set of pre-treatment covariates is preferable to controlling for all possible variables.

easily build in specified interactions with other variables, separate matching analyses must be run for particular subgroups or separately-defined treatments. Thus, robustness checks in the following sections require complete additional matching analyses, included in separate tables.

## 4.1 Legal Analysis (Spring 1L)

First, I assess the impact of Legal Analysis, taken in a student's Spring 1L semester. This course is intended to help students who struggled in their Fall 1L semester and help boost a student's LGPA over their ensuing time at UC Hastings, as well as help prepare them for CA Bar Exam passage. Therefore, I assess the impact of taking this course on six outcomes of largely decreasing importance: 1) 1st Attempt Bar Passage, 2) Any Attempt Bar Passage, 3) Spring 1L LGPA, 4) Final LGPA, 5) 2L Percentile Rank, and 6) 3L Percentile Rank.<sup>44</sup> Because this course comes in students' Spring 1L semester, nearly all covariates we have are assessed after this course, which would lead to post-treatment bias if included. Therefore, I match on a student's LSAT score and Fall 1L Percentile Rank, which given their predictive power in other models, should largely capture differences in student aptitude.

Table 18 displays both the balance statistics on LSAT & Fall 1L Percentile Rank for students taking Legal Analysis in Spring of their 1L year, as well as the estimated effects on the six outcomes detailed above.<sup>45</sup> First, the matching procedure greatly reduced disparities in both Fall 1L Percentile Rank and LSAT scores between the two groups, although by conventional measures of significance, the groups are still

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<sup>44</sup>I use 2L and 3L Percentile ranks simply because I do not have semester-by-semester raw LGPA. Given these are a simple transformation of one another, however, the differences between raw LGPA and percentile rank should not be consequential. However, it does mean that a student would have to differentially improve compared to their peers to see a significant effect on these outcomes.

<sup>45</sup>it is important to note that the percentile rank reported here is not the same as the percentile rank used to select students into Legal Analysis. Because this dataset only contains those students who took the CA bar, it is a subset of all UC Hastings 1L students. This Fall 1L rank is computed for those in this dataset, not all students enrolled in that semester. As such, there is some fuzziness around the 10% threshold for both treated and control units, likely allowing better balance on this covariate than might otherwise be possible.

slightly different. Before matching, the average percentile rank on Fall 1L GPA for those not taking Legal Analysis was 0.53, yet after matching, it is 0.0564, which is much more in line with the average rank of 0.0545 of those students enrolled in Legal Analysis. With respect to LSAT scores, the control group’s LSAT was reduced from 161.42 to 156.33, which is much more closely in line with the average LSAT of students enrolled in Legal Analysis of 158.37.<sup>46</sup> Interestingly, after the matching procedure, those students enrolled in Legal Analysis have slightly higher average LSAT scores, although are still very slightly lower in GPA percentile rank than those not enrolled in Legal Analysis. However, these figures are quite comparable, and given their counterbalancing directions, suggest this is about as optimal a set of matches the algorithm can find. As described previously, this matching procedure discards students not enrolled in Legal Analysis who were not comparable to those that were. Therefore, the analysis ends up comparing the 108 students in the sample who took Legal Analysis in their Spring 1L semester to 143 students who did not.<sup>47</sup>

The second part of Table 18 displays the effects of interest. Because these effects are simple mean differences, we can interpret the effect on 1st Attempt bar passage as an indicator that those students enrolled in Legal Analysis are 0.37% less probable to pass the bar than those that were not. However, this effect, nor any others in the table are statistically distinguishable from zero. That is, once we account for disparities on students’ covariates before taking Legal Analysis, we see no clear positive or negative

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<sup>46</sup>These differences are assessed with a Kolmogorov-Smirnov distributional test, which while similar in logic to a *t*-test for difference in means, assesses differences between the distributions across their whole length, not just at the mean.

<sup>47</sup>These 143 students are actually down-weighted to 108 such that the sample size for each is identical. GenMatch allows some matches to synthetic combinations of other students in the control group whose characteristics’ averages are comparable. If we examine these “control” students’ graduation years, we see all five years are represented, and largely pulled from 2012 and 2013 graduates. If we explicitly match on graduation year variables, the optimization algorithm generates uniformly worse balance on LSAT and students’ Fall 1L percentile rank, leading to similar results to Table 41 in the Appendix with clear imbalances left in the data. For this reason, I prefer the parsimonious matching procedure, despite the possible disparities in graduation year between the groups.



Covariates		1L SP Legal Analysis	Control	KS-test p-value
Fall 1L Percentile Rank	Before Matching	0.0545	0.5318	< 0.00001
	After Matching	0.0545	0.0564	0.068
LSAT	Before Matching	158.37	161.42	< 0.00001
	After Matching	158.37	156.33	0.002
N	Before Matching	108	1524	-
	After Matching	108	143	-

	Outcome	Effect Estimate	AI SE	p-value
	1st Attempt Bar Passage	-0.0037	0.1271	0.9768
	Any Attempt Bar Passage	-0.0228	0.1533	0.8816
	Spring 1L GPA	0.0632	0.1022	0.5365
	Final LGPA	0.0757	0.0951	0.4258
	2L Percentile Rank	-0.0340	0.0369	0.3566
	3L Percentile Rank	-0.0350	0.0420	0.4049

Table 18: GenMatch Results: Balance Statistics & Effects of First-Year Spring Legal Analysis Course

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

impact of the course on subsequent student performance.<sup>48</sup> However, because some higher-performing students may have been granted waivers from the Legal Analysis requirement by the AAD, it is possible this estimate is biased downwards. Unfortunately, without waiver information, we cannot conclusively evaluate the amount of bias introduced by this issue.<sup>49</sup>

However, it is plausible that the intervention of Legal Analysis is only effectual for those students above some baseline metric. To test this possibility, I excluded all students whose LSAT scores fell below 155, and reran an identical matching procedure to that shown in Table 18. These results, shown in Table 19 reveal nearly identical patterns to the previous results. Notably, the effects all appear to get slightly more negative (although not statistically significant at conventional levels). However, if we

<sup>48</sup>Table 40 in the Appendix displays an identical table, although balanced on a student's raw Fall 1L GPA rather than percentile rank. While the estimates are slightly different, no clear differences emerge. Those that do, however, could be due to either differences in the variable coding or differences in balance between the two groups on this variable. If we were concerned about the lingering imbalance on students' Fall 1L GPA percentile rank, we could also match solely on students' LSAT scores. However, as shown in Table 41 in the Appendix, while optimal balance is achieved on LSAT scores, there is clearly remaining imbalance in the data. That is, without matching on a student's first-semester performance in law school, the analysis suggests massive and highly significant negative effects of the course, largely due to differences among those students selected to take it.

<sup>49</sup>It is also worth noting the change in sample composition from all UC Hastings students to the UC Hastings students that took the California Bar Exam, the sample used in this report. Because particularly low-performing students may have chosen not to take the CA bar or finished the program at UC Hastings, those recorded as taking Legal Analysis in this sample are likely at the higher end of the bottom 10%.

Covariates		1L SP Legal Analysis	Control	KS-test p-value
Fall 1L Percentile Rank	Before Matching	0.0475	0.5244	< 0.00001
	After Matching	0.0475	0.0551	< 0.00001
LSAT	Before Matching	162.84	162.82	0.314
	After Matching	162.84	162.77	0.998
N	Before Matching	73	1361	-
	After Matching	73	125	-

	Outcome	Effect Estimate	AI SE	p-value
	1st Attempt Bar Passage	-0.0582	0.1206	0.6293
	Any Attempt Bar Passage	-0.1998	0.1049	0.0570
	Spring 1L GPA	-0.0880	0.0769	0.2527
	Final LGPA	-0.0306	0.0673	0.6495
	2L Percentile Rank	-0.0317	0.0260	0.2231
	3L Percentile Rank	-0.0421	0.0288	0.1433

Table 19: GenMatch Results: Balance Statistics & Effects of First-Year Spring Legal Analysis Course, Fall 1L Percentile Rank, LSAT >155, ONLY

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

examine the balance statistics closely, we can see that while LSAT is nearly optimally matched, there remains a lingering imbalance in students' Fall 1L ranks, with those taking Legal Analysis having lower ranks than those that did not, which could also plausibly lead to this result.

This table partially demonstrates a limitation of matching, as well as any statistical analysis. If there is not common support among the data – that is, there are not optimal matches – matching cannot eliminate remaining imbalances, it can only minimize them. Yet, with these imbalances greatly reduced, these analyses together suggest that there is little dispositive evidence of a significant effect of Legal Analysis taken in Spring of a student's 1L year on any later LGPA or bar passage outcomes.

## 4.2 Legal Analysis (Upper-Division)

I now turn to examining effects of the second Legal Analysis course offered, a course offered in a student's second year, rather than in Spring of their first year. This course has slightly lower enrollment, with only 64 students recorded as having taken it, versus 108 for the first-year version. The analyses in this section largely parallel those already presented, with a few subtle differences. Because a student has now finished their first year, I balance on both LSAT and the student's full first-year

LGPA.<sup>50</sup> Additionally, I assess only five outcomes, as a student's Spring 1L GPA now precedes this intervention.

Covariates		Upper-Division Legal Analysis	Control	KS-test p-value
1L GPA	Before Matching	2.682	3.191	< 0.00001
	After Matching	2.682	2.683	0.976
LSAT	Before Matching	158.52	161.33	< 0.00001
	After Matching	158.52	158.52	1.00
N	Before Matching	64	1568	-
	After Matching	64	87	-

	Outcome	Effect Estimate	AI SE	p-value
	1st Attempt Bar Passage	-0.1250	0.0855	0.1439
	Any Attempt Bar Passage	-0.0482	0.0841	0.5665
	Final LGPA	0.0265	0.0317	0.4031
	2L Percentile Rank	0.0047	0.0130	0.7173
	3L Percentile Rank	0.0003	0.0156	0.9855

Table 20: GenMatch Results: Balance Statistics & Effects of Upper Division Legal Analysis Course

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

Table 20 displays the results of the overall matching procedure. In the first part of the table, we can see that the quality of the balance in this analysis is far better than that in the previous section. After matching, we see  $p$ -value differences of 1.00 and 0.976, indicating the samples are virtually identical in both LSAT score and first-year LGPA. However, as before, we see no clear positive or negative effect of the Legal Analysis course on either LGPA outcomes or bar passage outcomes. All the estimated effects are quite small, and not statistically significantly different from zero.

As before, we might expect those students above a particular LSAT threshold to respond differently to the Legal Analysis course. As such, Table 21 displays the result of the matching procedure run on only those students in either group who obtained an LSAT of a 155 or higher. We see similarly balanced groups, with  $p$ -values of the differences of 0.90 and 1.0, respectively. However, we largely see no positive or negative significant effects of the Legal Analysis course among these subgroups.

Interestingly, we do see a negative and statistically significant effect for 1st-

<sup>50</sup>Balancing on a student's 1L rank yields nearly identical balance statistics and estimated effect sizes, as 1L rank and 1L GPA are correlated at  $r = 0.967$ . It should be noted that only a single student in the dataset is recorded as having taken both Legal Analysis courses, so I do not balance on this prior intervention, I simply exclude those having taken the 1L Legal Analysis course.

Covariates		Upper-Division Legal Analysis	Control	KS-test p-value
1L GPA	Before Matching	2.7046	3.2238	< 0.00001
	After Matching	2.7046	2.7055	1.0
LSAT	Before Matching	162.02	162.84	0.186
	After Matching	162.02	161.98	0.90
N	Before Matching	45	1389	-
	After Matching	45	65	-

	Outcome	Effect Estimate	AI SE	p-value
	1st Attempt Bar Passage	-0.2333	0.1093	0.0328*
	Any Attempt Bar Passage	-0.1352	0.0981	0.1684
	Final LGPA	0.0142	0.0407	0.7271
	2L Percentile Rank	-0.0005	0.0172	0.9766
	3L Percentile Rank	0.0017	0.0191	0.9292

Table 21: GenMatch Results: Balance Statistics & Effects of Upper Division Legal Analysis Course, LSAT > 155 ONLY

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

attempt bar passage, suggesting that those who took the upper division Legal Analysis course are, on average, 23.3% less likely to pass the California Bar Exam on their first attempt. Remaining imbalances are not likely explanations for this effect, unless it is on an unmeasured and uncontrolled-for dimension, which could be AAD discretion in granting waivers for the Legal Analysis requirement. Although this waiver process would likely affect those with higher LSAT scores differentially, there is not a clear reason why only this bar passage outcome would be affected by this bias unless the AAD was much more able to predict first-time bar passage than the other outcomes, which seems implausible.

### 4.3 Critical Studies

In this section, I explore the effects of taking one or both Critical Studies courses on a student's probability of passing the CA Bar Exam, and secondarily, on Final LGPA and 3L LGPA Rank.<sup>51</sup> The implementation of Critical Studies courses are distinct from Legal Analysis in two important ways. First, given their goal of improving bar passage rates, they have attracted more students, particularly even some who were

<sup>51</sup>While improving LGPA and 3L Rank are not the intended outcomes of Critical Studies, they also provide us with nice placebo tests – that is, if there is any underlying selection bias related to student aptitude, it should consistently bias all outcomes, not only a single one.

not required to take the course.<sup>52</sup> Additionally, in 2015, the full bottom quartile of students were required to take the course.<sup>53</sup>

The matching analyses in this section follow the same general template as before. However, because students enrolled in Critical Studies are in their third year, I now have additional covariates that I can balance on. Particularly, I now balance on a student's 2L LGPA rank, their LSAT, and an indicator variable for whether the student is a 2015 graduate.<sup>54</sup> Because matching only works with binary treatments, and there are two Critical Studies courses, I display two sets of models in this section. In the sample, 1,505 students took neither Critical Studies course, 153 took both, and 136 took one semester. First, I consider a student treated if they took one or both of the Critical Studies courses. Second, I consider a student treated if they took both Critical Studies courses.

Covariates		Critical Studies (any)	Control	KS-test p-value
2L Rank	Before Matching	0.1815	0.5732	< 0.00001
	After Matching	0.1815	0.1855	0.038
LSAT	Before Matching	158.08	161.53	< 0.00001
	After Matching	158.08	158.31	0.028
2015 Class	Before Matching	0.3	0.1216	< 0.00001
	After Matching	0.3	0.3	1.0
N	Before Matching	280	1480	-
	After Matching	280	281	-

	Outcome	Effect Estimate	AI SE	p-value
	1st Attempt Bar Passage	0.0286	0.0785	0.7159
	Any Attempt Bar Passage	0.0446	0.0825	0.5886
	Final LGPA	-0.0016	0.0165	0.9220
	3L Percentile Rank	-0.0012	0.0089	0.8929

Table 22: GenMatch Results: Balance Statistics & Effects of Critical Studies Coursework (1 or 2 Critical Studies Courses)

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

Table 22 displays the matching results for students who took one or both Crit-

<sup>52</sup>Legal Analysis did attract some volunteer enrollees, but far fewer than Critical Studies.

<sup>53</sup>As with Legal Analysis, the AAD did grant some waivers for this requirement among students in these LGPA bands. As before, this presumably works against the detection of a significant positive effect by biasing any estimates downward, assuming that AAD waivers were granted to higher-ranked students.

<sup>54</sup>I include the 2015 variable due to the uptick in required enrollment in 2015, such that the entire set of matches are not pulled from this year in which students are more numerous and at higher LGPA ranks. Furthermore, I use 2L LGPA rank and not 1L LGPA rank, as this has the additional benefit of including transfer students in the analysis. Because transfer students do not have a 1L GPA, they would be excluded if this variable were included.

Covariates		Critical Studies (any)	Control	KS-test p-value
2L Rank	Before Matching	0.2075	0.5909	< 0.00001
	After Matching	0.2075	0.2154	0.046
LSAT	Before Matching	161.78	162.83	0.014
	After Matching	161.78	161.79	0.164
2015 Class	Before Matching	0.3027	0.1169	< 0.00001
	After Matching	0.3027	0.3243	0.1567
N	Before Matching	185	1309	-
	After Matching	185	185	-

	Outcome	Effect Estimate	AI SE	p-value
	1st Attempt Bar Passage	0.000	0.0872	1.000
	Any Attempt Bar Passage	0.0757	0.0878	0.3887
	Final LGPA	-0.0201	0.0261	0.4409
	3L Percentile Rank	-0.0022	0.0138	0.8727

Table 23: GenMatch Results: Balance Statistics & Effects of Critical Studies Coursework (1 or 2 Critical Studies Courses), LSAT > 155 ONLY

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

ical Studies courses.<sup>55</sup> While the matching procedure vastly reduces the disparities between the two groups on all covariates, students in the Critical Studies courses still had slightly lower LSAT scores (158.08 vs. 158.31) and lower 2L GPA percentile ranks (0.1815 vs. 0.1855). However, the matching procedure produced perfect balance on the 2015 indicator variable, demonstrating that both groups contained the same proportion of 2015 graduates, and 2015 graduates are only compared to other 2015 graduates. With respect to the overall treatment effects, we see no significant effect of taking one or both Critical Studies courses on bar passage or on 3L rank or Final LGPA.<sup>56</sup> However, for the first time, and despite the slight remaining imbalance, we see consistently positive (but not statistically significant) effects on passage on first attempt.<sup>57</sup> To examine whether this effect is concentrated among a particular subgroup, Table 23 displays the same analysis conducted on only those students who

<sup>55</sup>Table 42 in the Appendix displays results from a similar analysis in which I also include a student's 1L rank as a covariate. This has the consequence of excluding transfer students from the analysis.

<sup>56</sup>The lack of effects on 3L Rank and Final LGPA is not surprising, as these are not intended goals of the course. However, the lack of effects here helps add credibility that there are no significant remaining imbalances in the data, as a negative effect would indicate selection bias may still be present.

<sup>57</sup>This analysis also has higher statistical power than previous analyses, as 280 total students took one or both Critical Studies courses, meaning that we have a greater ability to detect effects here if ones actually exist. The 280 student figure is slightly lower than the total Critical Studies enrollments as noted above due to several students' exclusion from the analysis due to missing LSAT scores.

scored a 155 or greater on the LSAT. While the balance changes slightly, improving on LSAT scores, but decreasing on the proportion of 2015 graduates, we see little overall change in the substantive results. Among those students with LSAT scores above 155, we see no clear effect of one or both Critical Studies courses on bar passage or LGPA.

To examine whether students who took both Critical Studies courses received a stronger impact of the coursework, I then reran the previous analyses. Table 24 displays the matching results for students who took both Critical Studies courses, and Table 25 displays the analysis for only students with LSAT scores above 155.<sup>58</sup>

Covariates		Critical Studies (both)	Control	KS-test p-value
2L Rank	Before Matching	0.1200	0.5467	< 0.00001
	After Matching	0.1200	0.1200	0.708
LSAT	Before Matching	157.36	161.32	< 0.00001
	After Matching	157.36	157.39	0.724
2015 Class	Before Matching	0.3176	0.1346	< 0.00001
	After Matching	0.3176	0.3176	1.0
N	Before Matching	148	1612	-
	After Matching	148	151	-
Outcome		Effect Estimate	AI SE	p-value
1st Attempt Bar Passage		-0.0101	0.0745	0.8918
Any Attempt Bar Passage		0.0034	0.0797	0.9662
Final LGPA		0.0224	0.0153	0.1421
3L Percentile Rank		0.0065	0.0071	0.3637

Table 24: GenMatch Results: Balance Statistics & Effects of Critical Studies Coursework (2 Critical Studies Courses)

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

The results in Table 24 show remarkably similar results to those in Table 22 despite the reduction to only 148 students having taken both courses (from 280 having taken one or both). Specifically, while the matching procedure achieves good balance on the same set of covariates, there appears to be no clear positive effect of Critical Studies coursework on bar passage or LGPA outcomes. We see similar patterns in Table 25, demonstrating that among students with higher LSAT scores, we continue to see no consistently positive or negative effect of Critical Studies on any of the outcomes of

<sup>58</sup>Table 43 in the Appendix displays results from a similar analysis in which I also include a student's 1L rank as a covariate. This has the consequence of excluding transfer students from the analysis.

Covariates		Critical Studies (both)	Control	KS-test p-value
2L Rank	Before Matching	0.1414	0.5686	< 0.00001
	After Matching	0.1414	0.1431	0.636
LSAT	Before Matching	161.99	162.74	0.170
	After Matching	161.99	161.91	0.870
2015 Class	Before Matching	0.3068	0.1295	< 0.001
	After Matching	0.3068	0.3068	1.0
N	Before Matching	88	1406	-
	After Matching	88	91	-
Outcome		Effect Estimate	AI SE	p-value
1st Attempt Bar Passage		-0.0795	0.0912	0.3828
Any Attempt Bar Passage		0.0057	0.0876	0.9483
Final LGPA		0.0121	0.0195	0.5346
3L Percentile Rank		0.0044	0.0087	0.6087

Table 25: GenMatch Results: Balance Statistics & Effects of Critical Studies Coursework (2 Critical Studies Courses), LSAT > 155 ONLY

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

interest.

The results in this section and the preceding ones on Legal Analysis demonstrate that there is no clear, robust positive or negative effect of Legal Analysis or Critical Studies on California Bar Exam performance or subsequent LGPA. Of course, these analyses should not be construed to claim that there cannot be one. First, the effect may simply be too small for these analyses to consistently detect. Second, a true positive effect may be obscured by the issue of AAD discretionary exemptions that lead to certain types of students being excluded from the Legal Analysis treatment despite their objective statistics.



## 5 Caveats & Conclusions

Attempting to assess the causal role of bar subject coursework, Legal Analysis, and Critical Studies interventions on bar passage is no easy task. Causal inference is particularly difficult given students' ability to choose their own courses, as well as varying compliance with required Legal Analysis or Critical Studies coursework for those below particular LGPA thresholds. However, the analyses contained in this report provide best-practices efforts to estimate unbiased effects, and at the very least, bound what should be considered reasonable effects of these variables.

The additional analyses contained in the Appendix should assuage any concerns that the results contained in the main text of the report are purely artifacts of particular choices with respect to measurement, coding, model construction, or statistical procedure. In all cases, I have attempted to estimate the effects in a variety of ways, choosing parsimonious and consistent findings across model specifications.

Given the preponderance of null and minimal effects findings contained within this report, it should not be construed to mean that bar subject courses or these interventions cannot have clear and consistent effects across a variety of students. Rather, in many cases, it is simply impossible to say conclusively that they do, even based on five years of relatively comprehensive data. The power to detect effects for many of these hypotheses is dependent not just on sample size, but on the exact multivariate distribution of variables amongst students. In many cases, given clear patterns in the *types* of students who choose particular paths, it is hard to separate the effect of a given path from pre-existing variation in those students who choose that type of path. While the various statistical procedures contained within this report attempt to minimize this role of student selection, it cannot be entirely eliminated.

Thus, evaluating the estimated effects in this report is less a task of simply choosing the "correct" estimate, but evaluating the estimated effects relative to one another to understand how problematic particular assumptions may be in any single analysis.

## 6 Appendix

### 6.1 Admissions Criteria, 2011-2015

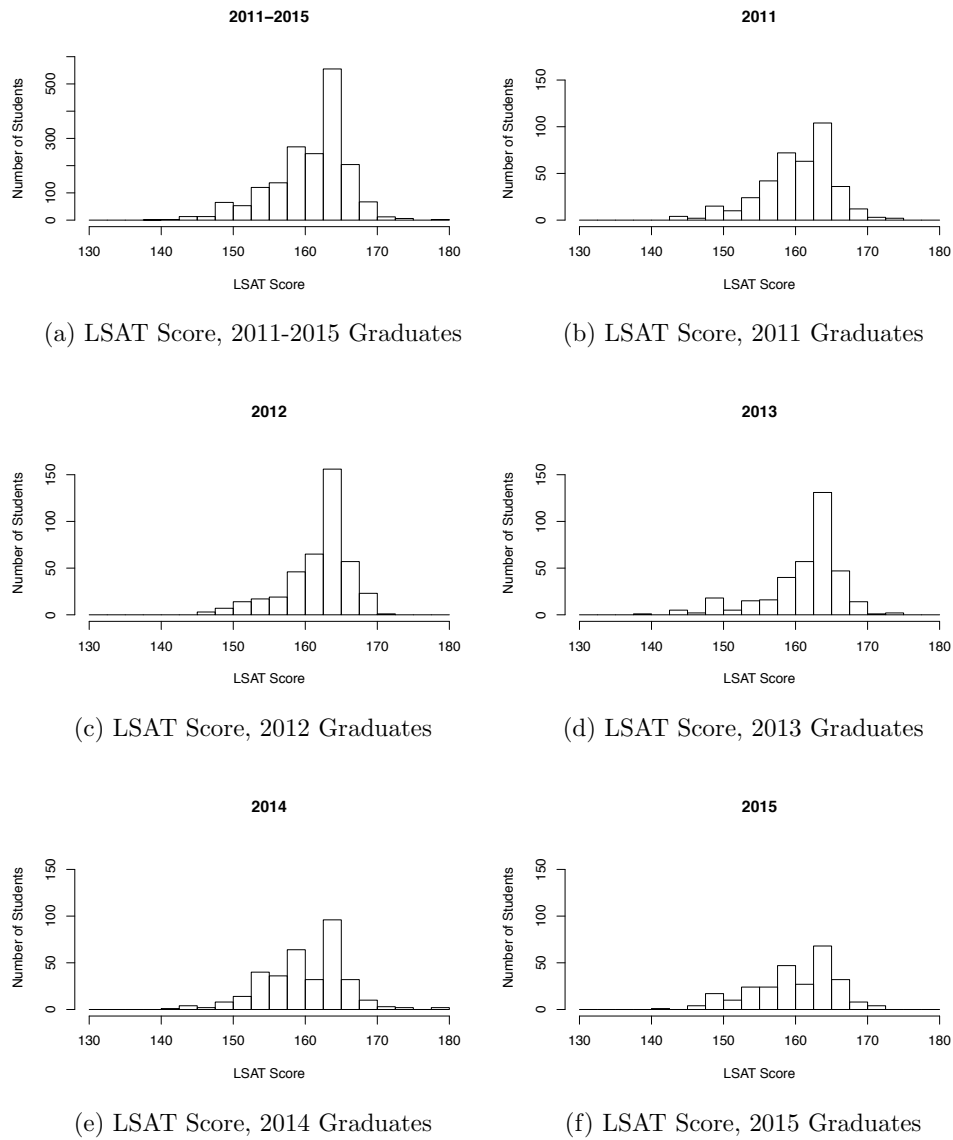
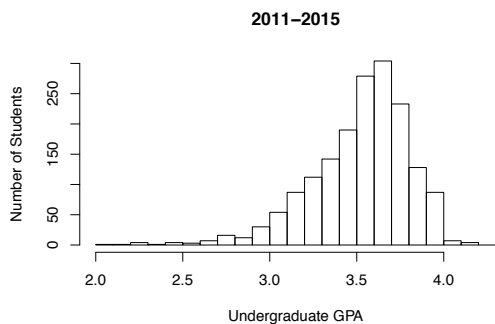
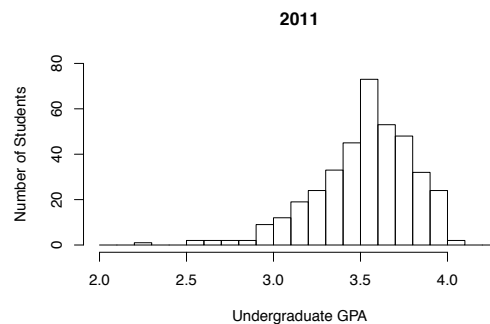


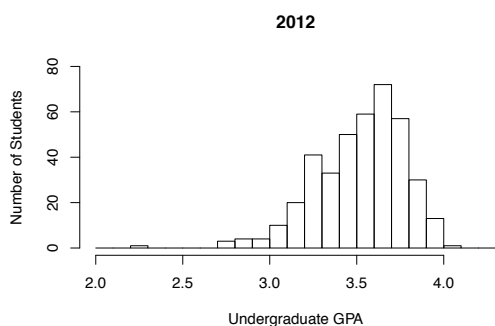
Figure 3: LSAT Scores of CA Bar Takers, 2011-2015



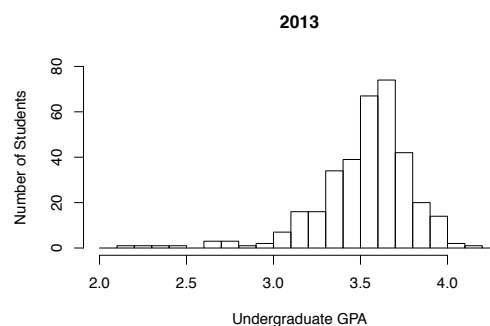
(a) Undergraduate GPA, 2011-2015 Graduates



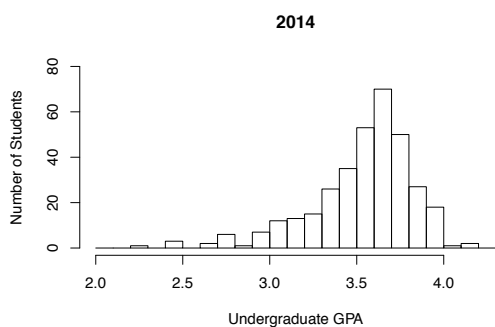
(b) Undergraduate GPA, 2011 Graduates



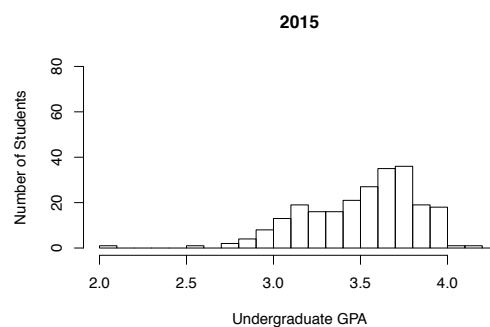
(c) Undergraduate GPA, 2012 Graduates



(d) Undergraduate GPA, 2013 Graduates



(e) Undergraduate GPA, 2014 Graduates



(f) Undergraduate GPA, 2015 Graduates

Figure 4: Undergraduate GPAs of CA Bar Takers, 2011-2015

## 6.2 Alternative Logistic Regression Models

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
bar_courses	-0.0289 (-0.89)	-0.0487 (-1.46)	0.0262 (0.73)	0.0119 (0.32)	0.0880* (2.01)	0.0683 (1.52)	0.102* (2.19)	0.0694 (1.45)
class2015		-0.566** (-3.12)		-0.543** (-2.74)		-1.503*** (-6.27)		-1.521*** (-6.01)
class2014		-0.555*** (-3.31)		-0.418* (-2.30)		-1.307*** (-5.96)		-1.210*** (-5.26)
class2013		-0.170 (-0.97)		-0.250 (-1.32)		-0.490* (-2.16)		-0.430 (-1.86)
class2012		-0.166 (-0.98)		-0.369* (-2.04)		-0.444* (-2.08)		-0.456* (-2.09)
undergrad_GPA			0.998*** (4.41)	0.989*** (4.32)			0.0544 (0.20)	-0.151 (-0.53)
undergrad_top25			0.363 (1.62)	0.363 (1.61)			0.107 (0.40)	0.0338 (0.12)
undergrad_CSU			-0.276 (-1.26)	-0.247 (-1.11)			-0.207 (-0.79)	-0.120 (-0.44)
undergrad_UC			-0.114 (-0.83)	-0.122 (-0.88)			-0.0778 (-0.48)	-0.115 (-0.69)
lsat_score			0.0843*** (6.08)	0.0844*** (5.93)			0.0222 (1.31)	0.00523 (0.29)
leop_admit			-0.498** (-2.85)	-0.492** (-2.78)			-0.436* (-2.04)	-0.481* (-2.19)
transfer_status			1.084** (3.03)	0.980** (2.67)			-0.00323 (-0.01)	-0.568 (-1.42)
LGPA					4.985*** (16.79)	5.421*** (17.19)	4.694*** (14.99)	5.192*** (15.53)
conc_civil					0.764* (1.97)	0.725 (1.82)	0.685 (1.70)	0.653 (1.57)
conc_ip					-0.777* (-2.39)	-0.764* (-2.30)	-0.735* (-2.15)	-0.764* (-2.19)
conc_crim					0.870* (2.05)	0.777 (1.75)	0.887* (2.04)	0.759 (1.68)
conc_sjc					0.225 (0.64)	0.0900 (0.25)	0.148 (0.41)	0.0252 (0.07)
conc_envr					-0.387 (-0.32)	0.112 (0.09)	-0.446 (-0.37)	0.0732 (0.06)
conc_govt					-0.897 (-1.28)	-0.751 (-1.03)	-1.020 (-1.44)	-0.891 (-1.22)
conc_hlth					-0.934* (-2.22)	-1.005* (-2.36)	-0.943* (-2.24)	-1.003* (-2.36)
conc_intl					-0.893* (-2.20)	-1.096** (-2.64)	-1.042* (-2.51)	-1.168** (-2.77)
conc_tax					0.514 (1.61)	0.534 (1.67)	0.572 (1.69)	0.659 (1.93)
jud_ext					0.121 (0.68)	-0.000673 (-0.00)	0.165 (0.88)	0.0423 (0.22)
clinical_courses					-0.0857 (-1.95)	-0.0321 (-0.70)	-0.0535 (-1.15)	-0.0105 (-0.22)
leave_of_absence					-0.239 (-0.57)	-0.369 (-0.84)	-0.420 (-0.99)	-0.562 (-1.26)
study_abroad					0.414 (1.53)	0.508 (1.77)	0.508 (1.81)	0.583* (1.98)
journal_hastings					0.669 (1.88)	0.617 (1.71)	0.614 (1.67)	0.571 (1.54)
journal_other					0.161 (1.15)	0.131 (0.91)	0.133 (0.91)	0.104 (0.70)
moot_team					0.412 (1.60)	0.435 (1.67)	0.333 (1.28)	0.384 (1.46)
_cons	1.204*** (6.18)	1.601*** (6.77)	-16.02*** (-5.99)	-15.62*** (-5.67)	-15.08*** (-15.26)	-15.66*** (-15.24)	-17.90*** (-5.48)	-15.12*** (-4.45)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 26: Bar Passage (1st Attempt) Regressed (Logit) on Bar Subject Coursework & Controls

	(1) Bar (1st)	(2) Bar (1st)	(3) Bar (1st)	(4) Bar (1st)	(5) Bar (1st)	(6) Bar (1st)	(7) Bar (1st)	(8) Bar (1st)
bar_courses_forletter	0.00749 (0.25)	-0.0393 (-1.17)	0.0355 (1.05)	0.00622 (0.17)	0.134** (3.20)	0.0461 (1.02)	0.132** (2.95)	0.0361 (0.74)
class2015		-0.596** (-3.18)		-0.542** (-2.63)		-1.461*** (-5.99)		-1.496*** (-5.77)
class2014		-0.584*** (-3.37)		-0.416* (-2.20)		-1.273*** (-5.68)		-1.191*** (-5.03)
class2013		-0.189 (-1.06)		-0.248 (-1.30)		-0.462* (-2.03)		-0.409 (-1.75)
class2012		-0.166 (-0.98)		-0.368* (-2.04)		-0.444* (-2.08)		-0.452* (-2.08)
undergrad_GPA			0.999*** (4.42)	0.987*** (4.31)			0.0406 (0.15)	-0.156 (-0.55)
undergrad_top25			0.357 (1.59)	0.364 (1.61)			0.0848 (0.32)	0.0326 (0.12)
undergrad_CSU			-0.281 (-1.28)	-0.245 (-1.11)			-0.226 (-0.85)	-0.111 (-0.41)
undergrad_UC			-0.118 (-0.86)	-0.120 (-0.87)			-0.0909 (-0.56)	-0.107 (-0.64)
lsat_score			0.0838*** (6.08)	0.0840*** (5.93)			0.0191 (1.12)	0.00333 (0.19)
leop_admit			-0.501** (-2.87)	-0.491** (-2.77)			-0.449* (-2.10)	-0.471* (-2.14)
transfer_status			1.098** (3.07)	0.975** (2.65)			0.0368 (0.10)	-0.591 (-1.47)
LGPA					5.054*** (16.88)	5.393*** (17.17)	4.745*** (15.04)	5.173*** (15.50)
conc_civil					0.753 (1.94)	0.728 (1.83)	0.661 (1.64)	0.650 (1.56)
conc_ip					-0.729* (-2.25)	-0.795* (-2.39)	-0.706* (-2.06)	-0.804* (-2.30)
conc_crim					0.885* (2.08)	0.764 (1.72)	0.908* (2.08)	0.737 (1.63)
conc_sjc					0.231 (0.66)	0.0580 (0.16)	0.141 (0.39)	-0.0131 (-0.04)
conc_envr					-0.213 (-0.18)	0.0841 (0.07)	-0.296 (-0.25)	0.0227 (0.02)
conc_govt					-0.822 (-1.17)	-0.775 (-1.06)	-0.955 (-1.35)	-0.919 (-1.26)
conc_hlth					-0.918* (-2.18)	-1.026* (-2.42)	-0.935* (-2.22)	-1.032* (-2.43)
conc_intl					-0.849* (-2.09)	-1.127** (-2.72)	-1.016* (-2.44)	-1.210** (-2.87)
conc_tax					0.542 (1.70)	0.512 (1.60)	0.588 (1.74)	0.631 (1.86)
jud_ext					0.0881 (0.49)	0.00923 (0.05)	0.139 (0.74)	0.0529 (0.27)
clinical_courses					-0.0685 (-1.55)	-0.0382 (-0.84)	-0.0408 (-0.88)	-0.0200 (-0.42)
leave_of_absence					-0.231 (-0.55)	-0.382 (-0.88)	-0.407 (-0.95)	-0.570 (-1.27)
study_abroad					0.447 (1.65)	0.476 (1.67)	0.533 (1.90)	0.543 (1.85)
journal_hastings					0.664 (1.86)	0.613 (1.70)	0.616 (1.67)	0.568 (1.53)
journal_other					0.150 (1.07)	0.133 (0.92)	0.126 (0.86)	0.105 (0.70)
moot_team					0.398 (1.55)	0.421 (1.62)	0.325 (1.25)	0.372 (1.41)
_cons	1.000*** (5.97)	1.541*** (6.56)	-15.98*** (-6.03)	-15.52*** (-5.67)	-15.52*** (-15.71)	-15.42*** (-15.20)	-17.62*** (-5.44)	-14.52*** (-4.31)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 27: Bar Passage (1st Attempt) Regressed (Logit) on Bar Subject Coursework (For Letter Grade) & Controls

## 6.3 Alternative Models for Bar Passage, Any Attempt

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)
bar_courses	0.00482 (1.04)	-0.00167 (-0.37)	0.0119* (2.51)	0.00430 (0.92)	0.0132** (2.77)	0.00944* (2.10)	0.0165*** (3.32)	0.0101* (2.12)
class2015		-0.258*** (-10.35)		-0.252*** (-9.85)		-0.306*** (-13.22)		-0.308*** (-12.71)
class2014		-0.0763*** (-3.35)		-0.0661** (-2.87)		-0.102*** (-4.90)		-0.103*** (-4.76)
class2013		-0.0233 (-1.01)		-0.0310 (-1.36)		-0.0405 (-1.93)		-0.0388 (-1.82)
class2012		-0.00708 (-0.32)		-0.0194 (-0.87)		-0.0137 (-0.68)		-0.00994 (-0.48)
undergrad_GPA			0.112*** (3.71)	0.0864** (2.92)			0.0258 (0.88)	-0.0245 (-0.87)
undergrad_top25			0.0520 (1.92)	0.0377 (1.43)			0.0354 (1.37)	0.0148 (0.60)
undergrad_CSU			-0.0239 (-0.79)	-0.0205 (-0.69)			-0.0146 (-0.50)	-0.00724 (-0.26)
undergrad_UC			0.00746 (0.42)	0.00205 (0.12)			0.0151 (0.88)	0.0103 (0.64)
lsat_score			0.0107*** (5.70)	0.00873*** (4.69)			0.00448* (2.43)	0.000796 (0.44)
leop_admit			-0.0330 (-1.30)	-0.0454 (-1.84)			-0.0142 (-0.59)	-0.0284 (-1.23)
transfer_status			0.165*** (3.92)	0.103* (2.47)			0.0856* (2.12)	-0.00628 (-0.16)
LGPA					0.374*** (14.94)	0.408*** (17.18)	0.342*** (12.50)	0.393*** (14.96)
conc_civil					0.0570 (1.54)	0.0574 (1.64)	0.0494 (1.32)	0.0546 (1.53)
conc_ip					-0.0394 (-0.99)	-0.0234 (-0.62)	-0.0204 (-0.49)	-0.00956 (-0.24)
conc_crim					0.0821* (2.03)	0.0473 (1.23)	0.0800* (1.96)	0.0446 (1.15)
conc_sjc					0.0716 (1.68)	0.0618 (1.53)	0.0754 (1.75)	0.0676 (1.65)
conc_envr					0.0937 (0.76)	0.256* (2.18)	0.0998 (0.81)	0.265* (2.27)
conc_govt					-0.105 (-1.20)	-0.0808 (-0.97)	-0.1000 (-1.15)	-0.0773 (-0.93)
conc_hlth					-0.0152 (-0.29)	-0.0129 (-0.26)	-0.0121 (-0.23)	-0.0121 (-0.24)
conc_intl					-0.0277 (-0.57)	-0.0409 (-0.90)	-0.0366 (-0.74)	-0.0401 (-0.86)
conc_tax					0.0578 (1.73)	0.0695* (2.20)	0.0514 (1.50)	0.0687* (2.11)
jud_ext					0.0206 (1.13)	-0.00599 (-0.35)	0.0256 (1.38)	-0.00219 (-0.12)
clinical_courses					-0.0108* (-2.20)	-0.000450 (-0.10)	-0.00799 (-1.57)	0.000897 (0.18)
leave_of_absence					-0.0613 (-1.23)	-0.0747 (-1.59)	-0.0740 (-1.47)	-0.0865 (-1.82)
study_abroad					0.0486 (1.61)	0.0537 (1.88)	0.0520 (1.71)	0.0563 (1.96)
journal_hastings					-0.0141 (-0.57)	-0.0184 (-0.78)	-0.0196 (-0.78)	-0.0180 (-0.75)
journal_other					0.0250 (1.60)	0.0219 (1.48)	0.0242 (1.52)	0.0220 (1.45)
moot_team					-0.00550 (-0.26)	0.00889 (0.44)	-0.00676 (-0.31)	0.00961 (0.47)
_cons	0.853*** (31.03)	0.951*** (30.42)	-1.317*** (-3.64)	-0.793* (-2.21)	-0.399*** (-4.53)	-0.425*** (-5.06)	-1.144*** (-3.30)	-0.429 (-1.27)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 28: Bar Passage (Any Attempt) Regressed (OLS) on Bar Subject Coursework & Controls

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)
bar_courses_forletter	0.0134** (3.10)	-0.000644 (-0.14)	0.0180*** (4.06)	0.00414 (0.87)	0.0222*** (5.03)	0.00777 (1.74)	0.0249*** (5.36)	0.00806 (1.69)
class2015		-0.258*** (-10.03)		-0.248*** (-9.34)		-0.299*** (-12.60)		-0.301*** (-12.03)
class2014		-0.0763** (-3.24)		-0.0625** (-2.61)		-0.0960*** (-4.46)		-0.0966*** (-4.31)
class2013		-0.0233 (-1.00)		-0.0287 (-1.24)		-0.0362 (-1.70)		-0.0343 (-1.59)
class2012		-0.00714 (-0.32)		-0.0193 (-0.87)		-0.0137 (-0.68)		-0.00965 (-0.47)
undergrad_GPA			0.113*** (3.76)	0.0866** (2.93)			0.0240 (0.82)	-0.0240 (-0.85)
undergrad_top25			0.0488 (1.80)	0.0377 (1.43)			0.0316 (1.23)	0.0148 (0.60)
undergrad_CSU			-0.0272 (-0.90)	-0.0208 (-0.70)			-0.0190 (-0.66)	-0.00692 (-0.25)
undergrad_UC			0.00479 (0.27)	0.00204 (0.12)			0.0118 (0.69)	0.0108 (0.66)
lsat_score			0.0105*** (5.62)	0.00866*** (4.67)			0.00402* (2.20)	0.000608 (0.34)
leop_admit			-0.0346 (-1.37)	-0.0453 (-1.83)			-0.0166 (-0.69)	-0.0277 (-1.20)
transfer_status			0.173*** (4.13)	0.104* (2.49)			0.0951* (2.36)	-0.00547 (-0.14)
LGPA					0.381*** (15.32)	0.406*** (17.13)	0.349*** (12.81)	0.391*** (14.91)
conc_civil					0.0520 (1.41)	0.0571 (1.63)	0.0430 (1.15)	0.0539 (1.51)
conc_ip					-0.0311 (-0.79)	-0.0263 (-0.70)	-0.0131 (-0.32)	-0.0125 (-0.32)
conc_crim					0.0838* (2.08)	0.0464 (1.21)	0.0832* (2.05)	0.0436 (1.12)
conc_sjc					0.0733 (1.73)	0.0588 (1.46)	0.0763 (1.79)	0.0645 (1.58)
conc_envr					0.124 (1.01)	0.254* (2.17)	0.132 (1.08)	0.263* (2.25)
conc_govt					-0.0860 (-0.99)	-0.0827 (-1.00)	-0.0807 (-0.93)	-0.0794 (-0.96)
conc_hlth					-0.00911 (-0.17)	-0.0152 (-0.31)	-0.00618 (-0.12)	-0.0148 (-0.30)
conc_intl					-0.0172 (-0.36)	-0.0441 (-0.97)	-0.0279 (-0.57)	-0.0437 (-0.94)
conc_tax					0.0647 (1.95)	0.0676* (2.14)	0.0580 (1.70)	0.0665* (2.04)
jud_ext					0.0154 (0.85)	-0.00541 (-0.31)	0.0200 (1.08)	-0.00167 (-0.09)
clinical_courses					-0.00723 (-1.47)	-0.00102 (-0.22)	-0.00448 (-0.88)	0.000172 (0.04)
leave_of_absence					-0.0574 (-1.16)	-0.0761 (-1.62)	-0.0688 (-1.38)	-0.0873 (-1.83)
study_abroad					0.0560 (1.87)	0.0511 (1.80)	0.0596* (1.98)	0.0536 (1.87)
journal_hastings					-0.0143 (-0.58)	-0.0183 (-0.78)	-0.0185 (-0.74)	-0.0176 (-0.74)
journal_other					0.0235 (1.51)	0.0219 (1.48)	0.0232 (1.47)	0.0218 (1.44)
moot_team					-0.00513 (-0.24)	0.00790 (0.39)	-0.00521 (-0.24)	0.00885 (0.43)
_cons	0.811*** (33.99)	0.945*** (30.39)	-1.309*** (-3.67)	-0.781* (-2.19)	-0.471*** (-5.49)	-0.406*** (-4.91)	-1.127*** (-3.30)	-0.382 (-1.14)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 29: Bar Passage (Any Attempt) Regressed (OLS) on Bar Subject Coursework (For Letter Grade Only) & Controls

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)	Bar (Any)
course_civilprocedure2_taken	0.0293 (1.85)	0.0255 (1.65)	0.0276 (1.71)	0.0279 (1.76)	0.0206 (1.37)	0.0188 (1.30)	0.0177 (1.13)	0.0179 (1.18)
course_conlaw2_taken	0.00570 (0.29)	-0.00292 (-0.15)	0.00951 (0.47)	-0.0000303 (-0.00)	0.000144 (0.01)	-0.00989 (-0.56)	0.00114 (0.06)	-0.0119 (-0.63)
course_corporations_taken	-0.0122 (-0.62)	0.00283 (0.15)	0.000895 (0.05)	0.0119 (0.62)	-0.0170 (-0.90)	0.00654 (0.36)	-0.00850 (-0.44)	0.0103 (0.55)
course_businessassoc_taken	-0.0101 (-0.53)	0.0242 (1.22)	0.00590 (0.31)	0.0346 (1.74)	-0.0325 (-1.78)	0.00887 (0.48)	-0.0200 (-1.07)	0.0156 (0.82)
course_criminalproc_taken	-0.00273 (-0.14)	-0.00239 (-0.12)	0.0154 (0.76)	0.0150 (0.76)	0.000765 (0.04)	0.00417 (0.23)	0.0129 (0.67)	0.0141 (0.76)
course_cacivilproc_taken	0.0109 (0.67)	-0.0166 (-1.03)	0.0256 (1.56)	-0.000799 (-0.05)	0.0286 (1.86)	0.00170 (0.11)	0.0345* (2.18)	0.00545 (0.35)
course_evidence_taken	0.00603 (0.11)	0.0202 (0.38)	0.0214 (0.39)	0.0322 (0.60)	-0.00508 (-0.10)	0.0111 (0.23)	0.00223 (0.04)	0.0145 (0.29)
course_advtorts_taken	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
course_contracts2_taken	-0.0407 (-1.12)	-0.0281 (-0.80)	-0.0644 (-1.79)	-0.0488 (-1.38)	-0.0402 (-1.20)	-0.0237 (-0.74)	-0.0506 (-1.49)	-0.0289 (-0.88)
course_willstrusts_taken	-0.00910 (-0.55)	-0.0165 (-1.03)	-0.0118 (-0.71)	-0.0202 (-1.25)	0.0189 (1.22)	0.0150 (1.01)	0.0144 (0.91)	0.00900 (0.59)
course_cacommprop_taken	-0.239*** (-4.71)	-0.0552 (-1.06)	-0.270*** (-4.94)	-0.108 (-1.91)	-0.225*** (-4.77)	-0.0185 (-0.39)	-0.265*** (-5.11)	-0.0717 (-1.37)
course_commprom_taken	-0.00288 (-0.17)	-0.0199 (-1.19)	0.0197 (1.14)	0.000897 (0.05)	0.0285 (1.77)	0.0142 (0.92)	0.0367* (2.21)	0.0182 (1.14)
course_fedcourts_taken	0.0231 (0.89)	0.0229 (0.91)	0.0152 (0.60)	0.0122 (0.49)	0.0105 (0.43)	0.0166 (0.71)	0.00784 (0.32)	0.0135 (0.57)
course_remedies_taken	0.0290 (1.74)	0.0112 (0.68)	0.0290 (1.75)	0.00899 (0.54)	0.0352* (2.25)	0.0206 (1.36)	0.0371* (2.33)	0.0186 (1.20)
class2015		-0.266*** (-9.60)		-0.252*** (-8.87)		-0.301*** (-11.73)		-0.297*** (-11.10)
class2014		-0.0911*** (-3.54)		-0.0858** (-3.28)		-0.103*** (-4.37)		-0.107*** (-4.37)
class2013		-0.0338 (-1.36)		-0.0461 (-1.85)		-0.0402 (-1.76)		-0.0411 (-1.77)
class2012		-0.0143 (-0.62)		-0.0297 (-1.29)		-0.0131 (-0.62)		-0.0119 (-0.55)
undergrad_GPA			0.108*** (3.57)	0.0863** (2.91)			0.0168 (0.57)	-0.0236 (-0.83)
undergrad_top25			0.0498 (1.85)	0.0366 (1.38)			0.0340 (1.33)	0.0156 (0.63)
undergrad_CSU			-0.0270 (-0.89)	-0.0186 (-0.63)			-0.0185 (-0.65)	-0.00773 (-0.28)
undergrad_UC			0.00427 (0.24)	0.00308 (0.18)			0.00996 (0.59)	0.00919 (0.56)
lsat_score			0.0104*** (5.55)	0.00866*** (4.62)			0.00403* (2.20)	0.000881 (0.49)
leop_admit			-0.0388 (-1.53)	-0.0451 (-1.81)			-0.0205 (-0.85)	-0.0296 (-1.27)
transfer_status			0.166*** (3.88)	0.113** (2.65)			0.0698 (1.70)	-0.00974 (-0.24)
LGPA					0.387*** (15.45)	0.409*** (17.05)	0.354*** (12.92)	0.392*** (14.77)
conc_civil					0.0486 (1.30)	0.0553 (1.55)	0.0457 (1.20)	0.0523 (1.43)
conc_ip					-0.0399 (-1.00)	-0.0277 (-0.73)	-0.0210 (-0.51)	-0.0152 (-0.38)
conc_crim					0.0759 (1.87)	0.0513 (1.32)	0.0690 (1.69)	0.0462 (1.18)
conc_sjc					0.0584 (1.36)	0.0672 (1.63)	0.0627 (1.45)	0.0711 (1.71)
conc_envr					0.125 (1.01)	0.265* (2.23)	0.134 (1.10)	0.275* (2.32)
conc_govt					-0.106 (-1.22)	-0.0775 (-0.93)	-0.102 (-1.18)	-0.0742 (-0.89)
conc_hlth					-0.0199 (-0.38)	-0.0137 (-0.27)	-0.0180 (-0.35)	-0.0145 (-0.29)
conc_intl					-0.0360 (-0.75)	-0.0405 (-0.88)	-0.0426 (-0.87)	-0.0406 (-0.86)
conc_tax					0.0546 (1.63)	0.0639* (1.99)	0.0506 (1.47)	0.0640 (1.94)
jud_ext					0.0132 (0.73)	-0.00691 (-0.40)	0.0189 (1.02)	-0.00340 (-0.19)
clinical_courses					-0.00962 (-1.94)	-0.000195 (-0.04)	-0.00690 (-1.35)	0.00101 (0.20)
leave_of_absence					-0.0589 (-1.19)	-0.0741 (-1.57)	-0.0706 (-1.41)	-0.0846 (-1.76)
study_abroad					0.0462 (1.54)	0.0531 (1.85)	0.0502 (1.67)	0.0547 (1.89)
journal_hastings					-0.0129 (-0.52)	-0.0185 (-0.78)	-0.0156 (-0.62)	-0.0179 (-0.74)
journal_other					0.0216 (1.39)	0.0208 (1.39)	0.0217 (1.36)	0.0203 (1.33)
moot_team					-0.00160 (-0.07)	0.00935 (0.45)	-0.00106 (-0.05)	0.0101 (0.48)
_cons	0.862*** (15.58)	0.929*** (16.79)	-1.252*** (-3.44)	-0.813* (-2.24)	-0.392*** (-4.05)	-0.419*** (-4.50)	-1.033** (-2.97)	-0.437 (-1.28)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 30: Bar Passage (Any Attempt) Regressed (OLS) on Bar Subject Coursework & Controls



	(1) 4th Quartile Lowest GPA	(2) 3rd Quartile	(3) 2nd Quartile	(4) 1st Quartile Highest GPA	(5) 4th Quartile Lowest GPA	(6) 3rd Quartile	(7) 2nd Quartile	(8) 1st Quartile Highest GPA
bar_courses	0.0292* (2.22)	0.0172 (1.90)	0.00593 (0.90)	0.00323 (1.20)	0.0339* (2.47)	0.0188* (2.02)	0.00828 (1.23)	0.00342 (1.17)
undergrad_GPA					0.0735 (0.82)	0.0769 (1.36)	-0.0194 (-0.43)	0.0377 (1.89)
undergrad_top25					0.137 (1.55)	0.0378 (0.66)	0.00678 (0.19)	-0.0252 (-1.67)
undergrad_CSU					-0.00804 (-0.10)	-0.0571 (-0.98)	-0.00548 (-0.12)	0.00720 (0.36)
undergrad_UC					0.0735 (1.42)	-0.0558 (-1.56)	0.0160 (0.62)	0.00231 (0.22)
lsat_score					0.00126 (0.25)	0.0151*** (4.00)	0.00915** (2.98)	0.000598 (0.49)
leop_admit					-0.0882 (-1.38)	0.135** (2.74)	0.00919 (0.23)	-0.0207 (-1.05)
transfer_status					0.121 (0.58)	0.152* (2.02)	0.102 (1.77)	0.0257 (1.08)
_cons	0.523*** (6.31)	0.786*** (14.57)	0.913*** (23.89)	0.973*** (63.04)	0.0196 (0.02)	-1.918** (-2.67)	-0.526 (-0.89)	0.741** (3.10)
N	448	449	449	448	432	416	432	426

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 31: Bar Passage (Any Attempt) Regressed (OLS) on Bar Subject Coursework & Controls by GPA Quartile

NOTE: 0-25%tile refers to the quartile of students with the lowest GPAs, while 1st Quartile refers to the quartile of students with the highest GPAs.

	(1) 4th Quartile Lowest GPA	(2) 3rd Quartile	(3) 2nd Quartile	(4) 1st Quartile Highest GPA	(5) 4th Quartile Lowest GPA	(6) 3rd Quartile	(7) 2nd Quartile	(8) 1st Quartile Highest GPA
bar_courses	0.0404** (2.89)	0.0148 (1.47)	0.00287 (0.41)	0.00281 (0.91)	0.0431** (2.92)	0.0174 (1.68)	0.00613 (0.84)	0.00260 (0.77)
LGPA	0.595*** (5.01)	0.675** (2.98)	0.301 (1.68)	0.0280 (0.74)	0.584*** (4.66)	0.709** (3.08)	0.258 (1.41)	0.0113 (0.28)
conc_civil	0.0728 (0.65)	0.140 (1.69)	0.0510 (1.01)	0.0168 (0.70)	0.0587 (0.51)	0.158 (1.77)	0.0421 (0.83)	0.0197 (0.80)
conc_ip	0.0944 (0.89)	-0.305*** (-3.50)	-0.0334 (-0.64)	0.00251 (0.07)	0.0746 (0.66)	-0.226* (-2.48)	-0.0289 (-0.53)	-0.00951 (-0.25)
conc_crim	0.0907 (0.69)	0.120 (1.48)	0.101 (1.68)	0.0105 (0.42)	0.0866 (0.65)	0.0863 (1.08)	0.0877 (1.40)	0.00498 (0.19)
conc_sjc	0.0169 (0.17)	0.130 (1.45)	0.128 (1.84)	0.00682 (0.19)	0.0602 (0.58)	0.112 (1.23)	0.145* (2.09)	0.00351 (0.09)
conc_envr	0 (.)	0.128 (0.57)	0.0880 (0.55)	0.00667 (0.10)	0 (.)	0.195 (0.90)	0.0918 (0.58)	0.0204 (0.29)
conc_govt	-0.0329 (-0.10)	-0.315 (-1.41)	-0.0804 (-0.92)	0.0233 (0.24)	-0.0735 (-0.23)	-0.367 (-1.70)	-0.0714 (-0.82)	0.00779 (0.08)
conc_hlth	-0.117 (-0.86)	0.102 (0.79)	0.00942 (0.16)	0.00498 (0.07)	-0.119 (-0.87)	0.0900 (0.72)	0.0159 (0.27)	0.0117 (0.17)
conc_intl	-0.00844 (-0.05)	-0.0462 (-0.51)	0.0230 (0.32)	-0.0998** (-3.08)	-0.00723 (-0.05)	-0.0415 (-0.46)	0.00852 (0.11)	-0.103** (-3.09)
conc_tax	0.214* (2.02)	0.0142 (0.23)	-0.000286 (-0.01)	0.00786 (0.35)	0.200 (1.78)	0.0215 (0.36)	-0.0103 (-0.18)	0.00167 (0.07)
jud_ext	-0.0612 (-0.93)	0.0512 (1.34)	0.0671* (2.44)	-0.0201* (-2.00)	-0.0413 (-0.61)	0.0403 (1.04)	0.0747** (2.67)	-0.0237* (-2.24)
clinical_courses	-0.00246 (-0.17)	-0.0153 (-1.54)	-0.0236** (-3.20)	0.00168 (0.49)	-0.00231 (-0.15)	-0.0108 (-1.06)	-0.0207** (-2.70)	0.000713 (0.19)
leave_of_absence	-0.0736 (-0.71)	-0.0203 (-0.17)	-0.105 (-1.13)	0.0284 (0.65)	-0.0598 (-0.57)	-0.0629 (-0.50)	-0.0694 (-0.75)	0.0242 (0.54)
study_abroad	-0.0204 (-0.24)	0.0599 (1.02)	0.0537 (1.28)	0.0194 (0.74)	0.00660 (0.08)	0.0241 (0.42)	0.0729 (1.72)	0.0252 (0.93)
journal_hastings	0.0829 (0.58)	-0.00643 (-0.07)	0.0266 (0.69)	0.0239* (2.08)	0.0521 (0.34)	-0.0687 (-0.72)	0.0253 (0.65)	0.0295* (2.41)
journal_other	0.0910* (1.99)	-0.0292 (-0.94)	0.00661 (0.29)	0.0172 (1.48)	0.0798 (1.71)	-0.0298 (-0.96)	0.00367 (0.16)	0.0162 (1.30)
moot_team	0.288* (2.08)	-0.0446 (-0.91)	-0.0114 (-0.40)	0.00530 (0.49)	0.276* (1.98)	-0.0534 (-1.12)	-0.00560 (-0.19)	0.00632 (0.55)
undergrad_GPA					0.0478 (0.53)	0.0816 (1.44)	-0.0372 (-0.81)	0.0405* (1.99)
undergrad_top25					0.139 (1.59)	0.0294 (0.51)	0.0123 (0.33)	-0.0249 (-1.61)
undergrad_CSU					0.0119 (0.15)	-0.0704 (-1.20)	0.00402 (0.09)	0.0138 (0.69)
undergrad_UC					0.0940 (1.82)	-0.0553 (-1.55)	0.0231 (0.87)	0.00235 (0.21)
lsat_score					-0.00389 (-0.77)	0.0148*** (3.86)	0.00753* (2.40)	0.000324 (0.25)
transfer_status					0.00701 (0.03)	0.148* (1.97)	0.0955 (1.63)	0.0392 (1.60)
leop_admit					-0.110 (-1.73)	0.150** (3.00)	-0.00399 (-0.10)	-0.0199 (-0.98)
_cons	-1.239*** (-3.55)	-1.285 (-1.79)	-0.0616 (-0.10)	0.863*** (6.22)	-0.798 (-0.81)	-4.061*** (-4.09)	-1.050 (-1.28)	0.728** (2.78)
N	448	449	449	448	432	416	432	426

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 32: Bar Passage (Any Attempt) Regressed (OLS) on Bar Subject Coursework & Controls by GPA Quartile

NOTE: 0-25%tile refers to the quartile of students with the lowest GPAs, while 1st Quartile refers to the quartile of students with the highest GPAs.

	(1) Non-LEOP	(2) LEOP	(3) Non-LEOP	(4) LEOP	(5) Non-LEOP	(6) LEOP	(7) Non-LEOP	(8) LEOP
bar_courses	0.00410 (0.88)	0.0317* (2.21)	0.00580 (1.19)	0.0382** (2.69)	0.00551 (1.13)	0.0587*** (3.94)	0.00702 (1.37)	0.0560*** (3.72)
undergrad_GPA			0.0690* (2.19)	0.288*** (3.33)			-0.00868 (-0.28)	0.159 (1.83)
undergrad_top25			0.0410 (1.54)	0.162 (1.55)			0.0291 (1.15)	0.132 (1.31)
undergrad_CSU			0.00412 (0.13)	-0.0602 (-0.72)			0.0126 (0.41)	-0.0389 (-0.49)
undergrad_UC			0.00405 (0.23)	0.0418 (0.69)			0.0156 (0.91)	0.0433 (0.74)
lsat_score			0.0102*** (4.87)	0.0113* (2.58)			0.00528** (2.60)	-0.00137 (-0.29)
transfer_status			0.140*** (3.49)	0 (.)			0.0714 (1.85)	0 (.)
LGPA					0.320*** (11.92)	0.497*** (6.62)	0.315*** (11.20)	0.472*** (5.86)
conc_civil					0.0513 (1.37)	0.0964 (0.82)	0.0426 (1.12)	0.0975 (0.83)
conc_ip					-0.0400 (-1.00)	-0.0687 (-0.52)	-0.00734 (-0.18)	-0.159 (-1.13)
conc_crim					0.0857* (2.04)	0.132 (1.13)	0.0791 (1.87)	0.124 (1.06)
conc_sjc					0.0968* (2.15)	0.0108 (0.09)	0.0990* (2.18)	0.00858 (0.08)
conc_envr					0.0901 (0.72)	0.109 (0.27)	0.0909 (0.74)	0.0789 (0.20)
conc_govt					-0.0769 (-0.91)	-0.422 (-1.09)	-0.0663 (-0.79)	-0.447 (-1.16)
conc_hlth					0.0237 (0.44)	-0.138 (-0.92)	0.0220 (0.41)	-0.127 (-0.86)
conc_intl					-0.0586 (-1.21)	0.107 (0.67)	-0.0675 (-1.36)	0.0754 (0.47)
conc_tax					0.0322 (0.98)	0.249* (1.99)	0.0284 (0.84)	0.225 (1.78)
jud_ext					0.0361 (1.93)	-0.0338 (-0.62)	0.0392* (2.05)	-0.0333 (-0.61)
clinical_courses					-0.0146** (-2.87)	0.00930 (0.62)	-0.0124* (-2.39)	0.00866 (0.56)
leave_of_absence					-0.0861 (-1.72)	0.00311 (0.02)	-0.0936 (-1.85)	-0.0127 (-0.08)
study_abroad					0.0491 (1.52)	0.0748 (0.96)	0.0489 (1.51)	0.0703 (0.90)
journal_hastings					-0.0138 (-0.57)	0.0989 (0.92)	-0.0202 (-0.82)	0.0749 (0.69)
journal_other					0.0215 (1.34)	0.0469 (0.99)	0.0221 (1.35)	0.0360 (0.76)
moot_team					-0.0108 (-0.52)	0.140 (1.34)	-0.0106 (-0.51)	0.154 (1.47)
_cons	0.880*** (32.15)	0.579*** (6.32)	-1.044** (-2.60)	-2.234** (-2.74)	-0.165 (-1.77)	-1.149*** (-4.53)	-1.004** (-2.61)	-1.413 (-1.70)
N	1478	316	1397	309	1478	316	1397	309

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 33: Bar Passage (Any Attempt) Regressed (OLS) on Bar Subject Coursework & Controls by LEOP

## 6.4 Alternative Specifications of Other Bar Passage Models

	(1)	(2)	(3)	(4)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
bar_courses	-0.00375 (-0.07)	-0.0171 (-0.33)	0.00570 (0.10)	-0.00800 (-0.15)
LGPA	0.692*** (6.77)	0.698*** (6.92)	0.651*** (6.16)	0.670*** (6.39)
bar_courses_LGPA_int	0.00402 (0.24)	0.00706 (0.44)	0.00167 (0.10)	0.00443 (0.26)
conc_civil	0.0863 (1.90)	0.0859 (1.92)	0.0715 (1.55)	0.0723 (1.59)
conc_ip	-0.113* (-2.32)	-0.113* (-2.34)	-0.110* (-2.16)	-0.111* (-2.20)
conc_crim	0.112* (2.25)	0.0916 (1.87)	0.109* (2.17)	0.0879 (1.77)
conc_sjc	0.0158 (0.30)	-0.00284 (-0.05)	0.00697 (0.13)	-0.00901 (-0.17)
conc_envr	-0.0210 (-0.14)	0.0557 (0.37)	-0.0216 (-0.14)	0.0569 (0.38)
conc_govt	-0.120 (-1.12)	-0.0864 (-0.82)	-0.130 (-1.22)	-0.101 (-0.96)
conc_hlth	-0.143* (-2.22)	-0.143* (-2.25)	-0.142* (-2.22)	-0.143* (-2.26)
conc_intl	-0.133* (-2.24)	-0.147* (-2.52)	-0.159** (-2.63)	-0.163** (-2.74)
conc_tax	0.0795 (1.94)	0.0867* (2.15)	0.0885* (2.10)	0.0993* (2.38)
jud_ext	0.0165 (0.74)	-0.00332 (-0.15)	0.0254 (1.11)	0.00542 (0.24)
clinical_courses	-0.0109 (-1.80)	-0.00357 (-0.59)	-0.00655 (-1.05)	-0.000375 (-0.06)
leave_of_absence	-0.0324 (-0.53)	-0.0447 (-0.74)	-0.0593 (-0.96)	-0.0690 (-1.13)
study_abroad	0.0781* (2.11)	0.0813* (2.23)	0.0922* (2.47)	0.0941* (2.56)
journal_hastings	-0.0130 (-0.43)	-0.0164 (-0.55)	-0.0182 (-0.59)	-0.0189 (-0.62)
journal_other	0.0429* (2.24)	0.0401* (2.12)	0.0379 (1.94)	0.0356 (1.85)
moot_team	0.0310 (1.18)	0.0400 (1.54)	0.0218 (0.82)	0.0323 (1.23)
class2015		-0.187*** (-6.33)		-0.185*** (-5.97)
class2014		-0.157*** (-5.88)		-0.141*** (-5.12)
class2013		-0.0608* (-2.26)		-0.0541* (-1.98)
class2012		-0.0427 (-1.66)		-0.0429 (-1.64)
undergrad_GPA			0.00683 (0.19)	-0.0230 (-0.64)
undergrad_top25			0.0244 (0.77)	0.0143 (0.45)
undergrad_CSU			-0.0303 (-0.86)	-0.0188 (-0.54)
undergrad_UC			-0.00266 (-0.13)	-0.00432 (-0.21)
lsat_score			0.00331 (1.47)	0.00108 (0.47)
leop_admit			-0.0857** (-2.88)	-0.0914** (-3.09)
transfer_status			0.0263 (0.53)	-0.0373 (-0.74)
_cons	-1.551*** (-4.65)	-1.475*** (-4.48)	-1.976*** (-3.67)	-1.471** (-2.72)
N	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 34: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls, with LGPA Interaction

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	LEOP	LEOP	LEOP	LEOP	LEOP	LEOP	LEOP	LEOP
	< 155	> 155	< 155	> 155	< 155	> 155	< 155	> 155
bar_courses	0.0205	-0.0753**	0.0230	-0.0654**	0.0192	-0.0316	0.0161	-0.0273
	(0.85)	(-3.26)	(0.94)	(-2.75)	(0.81)	(-1.38)	(0.66)	(-1.17)
undergrad_GPA			0.177	0.198			-0.000148	-0.0485
			(1.08)	(1.44)			(-0.00)	(-0.37)
undergrad_top25			0.118	0.131			0.0655	0.107
			(0.55)	(0.78)			(0.35)	(0.74)
undergrad_CSU			-0.188	-0.0197			-0.0970	-0.0712
			(-1.45)	(-0.12)			(-0.85)	(-0.49)
undergrad_UC			0.0608	0.0309			0.0717	0.0662
			(0.65)	(0.27)			(0.87)	(0.64)
lsat_score			0.00848	0.0232			-0.0122	0.00766
			(0.68)	(1.69)			(-1.04)	(0.62)
transfer_status			0	0			0	0
			(.)	(.)			(.)	(.)
LGPA					0.913***	0.745***	0.890***	0.787***
					(7.24)	(6.53)	(6.74)	(6.52)
conc_civil					0.0115	-0.217	-0.00489	-0.224
					(0.07)	(-0.87)	(-0.03)	(-0.91)
conc_ip					-0.349	-0.305	-0.437	-0.622**
					(-1.56)	(-1.65)	(-1.88)	(-3.03)
conc_crim					-0.0221	0.335*	-0.0655	0.346*
					(-0.11)	(2.02)	(-0.33)	(2.09)
conc_sjc					-0.350*	0.0895	-0.374*	0.0982
					(-2.03)	(0.52)	(-2.11)	(0.57)
conc_envr					0	-0.206	0	-0.0836
					(.)	(-0.48)	(.)	(-0.19)
conc_govt					-0.136	0	-0.182	0
					(-0.32)	(.)	(-0.42)	(.)
conc_hlth					-0.327	0.190	-0.326	0.107
					(-1.83)	(0.46)	(-1.80)	(0.25)
conc_intl					-0.0650	0.295	-0.0607	0.301
					(-0.26)	(1.21)	(-0.23)	(1.25)
conc_tax					-0.117	0.227	-0.142	0.195
					(-0.48)	(1.42)	(-0.56)	(1.20)
jud_ext					0.0337	-0.0329	0.0279	-0.0423
					(0.39)	(-0.40)	(0.31)	(-0.52)
clinical_courses					0.0179	-0.0176	0.0138	-0.0147
					(0.82)	(-0.72)	(0.59)	(-0.60)
leave_of_absence					0.0776	0.407	0.115	0.487*
					(0.26)	(1.83)	(0.37)	(2.11)
study_abroad					0.0141	0.000759	-0.00545	0.0126
					(0.09)	(0.01)	(-0.03)	(0.12)
journal_hastings					0.248	0.0959	0.249	0.0509
					(0.81)	(0.74)	(0.79)	(0.39)
journal_other					0.000617	0.0935	0.00633	0.103
					(0.01)	(1.29)	(0.08)	(1.40)
moot_team					0.187	0.392*	0.219	0.409**
					(1.10)	(2.58)	(1.25)	(2.73)
_cons	0.283	1.080***	-1.643	-3.392	-2.394***	-1.554***	-0.491	-2.821
	(1.77)	(7.54)	(-0.77)	(-1.46)	(-5.94)	(-3.93)	(-0.25)	(-1.37)
N	162	154	158	151	162	154	158	151

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 35: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls by LEOP, Over/Under LSAT=155

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
course_civilprocedure2.taken	0.0188 (0.88)	0.0149 (0.69)	0.0116 (0.54)	0.0125 (0.58)	-0.00151 (-0.08)	-0.00584 (-0.32)	-0.0106 (-0.54)	-0.0135 (-0.70)
course_conlaw2.taken	0.0314 (1.16)	0.0267 (0.99)	0.0171 (0.63)	0.0148 (0.54)	0.0235 (1.02)	0.0165 (0.73)	0.00332 (0.14)	-0.00425 (-0.18)
course_bizorcorp.taken	0.00595 (0.25)	0.0234 (0.99)	0.0318 (1.38)	0.0434 (1.87)	-0.0247 (-1.20)	0.00290 (0.14)	-0.00676 (-0.32)	0.0159 (0.76)
course_criminalproc.taken	0.00579 (0.21)	0.0119 (0.44)	0.0397 (1.47)	0.0458 (1.69)	0.00847 (0.36)	0.0174 (0.76)	0.0302 (1.26)	0.0372 (1.57)
course_cacivilproc.taken	-0.0173 (-0.78)	-0.0357 (-1.59)	0.00718 (0.33)	-0.00565 (-0.25)	0.0156 (0.82)	-0.00747 (-0.39)	0.0235 (1.20)	0.000178 (0.01)
course_evidence.taken	0.0361 (0.48)	0.0392 (0.52)	0.0484 (0.65)	0.0529 (0.72)	0.00983 (0.15)	0.0141 (0.22)	0.00550 (0.08)	0.00929 (0.14)
course_advtorts.taken	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
course_contracts2.taken	-0.0802 (-1.63)	-0.0863 (-1.75)	-0.125** (-2.61)	-0.131** (-2.70)	-0.0777 (-1.88)	-0.0840* (-2.05)	-0.0976* (-2.33)	-0.100* (-2.40)
course_willstrusts.taken	-0.0188 (-0.84)	-0.0228 (-1.02)	-0.0162 (-0.74)	-0.0188 (-0.86)	0.0306 (1.60)	0.0279 (1.48)	0.0289 (1.48)	0.0261 (1.35)
course_cacommprop.taken	-0.111 (-1.61)	-0.0478 (-0.66)	-0.128 (-1.75)	-0.0919 (-1.19)	-0.0887 (-1.52)	0.00519 (0.08)	-0.128* (-2.00)	-0.0446 (-0.67)
course_commpop.taken	-0.0576* (-2.47)	-0.0618** (-2.64)	-0.0136 (-0.58)	-0.0166 (-0.71)	0.00262 (0.13)	-0.000869 (-0.04)	0.0184 (0.90)	0.0119 (0.58)
course_fedcourts.taken	0.0297 (0.85)	0.0257 (0.73)	0.0138 (0.40)	0.00449 (0.13)	-0.00182 (-0.06)	-0.00351 (-0.12)	-0.00845 (-0.28)	-0.0105 (-0.35)
course_remedies.taken	0.0121 (0.54)	-0.00432 (-0.19)	0.00728 (0.33)	-0.00739 (-0.33)	0.0267 (1.39)	0.00727 (0.38)	0.0242 (1.23)	0.00434 (0.22)
class2015		-0.128*** (-3.36)		-0.102** (-2.66)		-0.187*** (-5.79)		-0.176*** (-5.21)
class2014		-0.122*** (-3.68)		-0.0959** (-2.91)		-0.163*** (-5.86)		-0.151*** (-5.26)
class2013		-0.0414 (-1.25)		-0.0608 (-1.89)		-0.0668* (-2.42)		-0.0624* (-2.23)
class2012		-0.0373 (-1.18)		-0.0725* (-2.34)		-0.0445 (-1.69)		-0.0478 (-1.79)
undergrad_GPA			0.186*** (4.61)	0.183*** (4.53)			0.00163 (0.04)	-0.0209 (-0.58)
undergrad_top25			0.0556 (1.54)	0.0556 (1.54)			0.0227 (0.72)	0.0140 (0.45)
undergrad_CSU			-0.0477 (-1.18)	-0.0390 (-0.96)			-0.0331 (-0.93)	-0.0184 (-0.52)
undergrad_UC			-0.0180 (-0.75)	-0.0172 (-0.72)			-0.00760 (-0.36)	-0.00629 (-0.30)
lsat_score			0.0160*** (6.36)	0.0160*** (6.25)			0.00340 (1.50)	0.00163 (0.71)
leop_admit			-0.129*** (-3.80)	-0.126*** (-3.69)			-0.0949** (-3.17)	-0.0985*** (-3.31)
transfer_status			0.189*** (3.30)	0.172** (2.94)			0.00395 (0.08)	-0.0535 (-1.04)
LGPA					0.724*** (23.42)	0.741*** (24.21)	0.669*** (19.75)	0.694*** (20.54)
conc_civil					0.0900 (1.95)	0.0978* (2.15)	0.0827 (1.76)	0.0885 (1.90)
conc_ip					-0.106* (-2.16)	-0.109* (-2.24)	-0.105* (-2.05)	-0.110* (-2.16)
conc_crim					0.0978 (1.95)	0.0834 (1.68)	0.0943 (1.87)	0.0805 (1.61)
conc_sjc					0.00103 (0.02)	-0.00489 (-0.09)	-0.000825 (-0.02)	-0.00702 (-0.13)
conc_envr					-0.0106 (-0.07)	0.0558 (0.37)	-0.00986 (-0.07)	0.0535 (0.36)
conc_govt					-0.129 (-1.20)	-0.0907 (-0.85)	-0.135 (-1.27)	-0.102 (-0.96)
conc_hlth					-0.147* (-2.29)	-0.147* (-2.31)	-0.149* (-2.33)	-0.150* (-2.37)
conc_intl					-0.129* (-2.18)	-0.141* (-2.40)	-0.152* (-2.52)	-0.156** (-2.60)
conc_tax					0.0779 (1.88)	0.0834* (2.04)	0.0866* (2.03)	0.0945* (2.24)
jud_ext					0.0165 (0.73)	0.000346 (0.02)	0.0265 (1.16)	0.00990 (0.43)
clinical_courses					-0.0111 (-1.83)	-0.00428 (-0.70)	-0.00638 (-1.02)	-0.000698 (-0.11)
leave_of_absence					-0.0337 (-0.55)	-0.0470 (-0.78)	-0.0655 (-1.06)	-0.0762 (-1.25)
study_abroad					0.0781* (2.11)	0.0825* (2.26)	0.0924* (2.48)	0.0945* (2.57)
journal_hastings					-0.0109 (-0.36)	-0.0150 (-0.50)	-0.0134 (-0.43)	-0.0161 (-0.52)
journal_other					0.0409* (2.12)	0.0395* (2.08)	0.0370 (1.89)	0.0351 (1.81)
moot_team					0.0315 (1.18)	0.0404 (1.53)	0.0262 (0.98)	0.0351 (1.32)
_cons	0.695*** (9.24)	0.757*** (9.80)	-2.571*** (-5.28)	-2.512*** (-5.05)	-1.647*** (-13.79)	-1.631*** (-13.77)	-2.016*** (-4.69)	-1.660*** (-3.82)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 36: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework & Controls, Business Associations & Corporations Courses Combined

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
course_civilprocedure2_forgrade2	0.0228 (1.06)	0.0188 (0.88)	0.0152 (0.72)	0.0167 (0.78)	0.00334 (0.18)	-0.00254 (-0.14)	-0.00498 (-0.26)	-0.00967 (-0.51)
course_conlaw2_forgrade2	0.0181 (0.73)	0.00699 (0.28)	0.00568 (0.23)	0.000428 (0.02)	0.0297 (1.41)	0.0143 (0.69)	0.0139 (0.63)	-0.00218 (-0.10)
course_bizorcorp_forgrade	0.0385 (1.82)	0.0311 (1.46)	0.0384 (1.84)	0.0366 (1.75)	0.0128 (0.69)	0.00161 (0.09)	0.0185 (0.98)	0.00897 (0.48)
course_criminalproc_forgrade2	0.00608 (0.25)	0.00435 (0.18)	0.0274 (1.13)	0.0289 (1.18)	0.0225 (1.08)	0.0191 (0.92)	0.0306 (1.42)	0.0259 (1.21)
course_cacivilproc_forgrade2	-0.0191 (-0.85)	-0.0392 (-1.70)	0.00751 (0.34)	-0.00420 (-0.18)	0.0169 (0.87)	-0.0109 (-0.56)	0.0284 (1.44)	0.000897 (0.04)
course_evidence_forgrade2	0.0173 (0.37)	0.0117 (0.25)	0.0193 (0.40)	0.0186 (0.39)	-0.0441 (-1.10)	-0.0514 (-1.29)	-0.0497 (-1.15)	-0.0561 (-1.31)
course_advtorts_forgrade2	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
course_contracts2_forgrade2	-0.0972 (-1.95)	-0.102* (-2.04)	-0.140** (-2.88)	-0.143** (-2.93)	-0.0900* (-2.16)	-0.0936* (-2.26)	-0.109* (-2.57)	-0.108* (-2.56)
course_willstrusts_forgrade2	-0.00442 (-0.20)	-0.0148 (-0.68)	-0.0144 (-0.67)	-0.0195 (-0.90)	0.0412* (2.22)	0.0269 (1.46)	0.0341 (1.79)	0.0219 (1.16)
course_cacommprop_forgrade2	-0.133 (-1.72)	-0.0791 (-0.98)	-0.160 (-1.89)	-0.136 (-1.55)	-0.0738 (-1.13)	0.0135 (0.20)	-0.128 (-1.72)	-0.0542 (-0.71)
course_commpop_forgrade2	-0.0405 (-1.69)	-0.0452 (-1.89)	0.00345 (0.14)	0.000957 (0.04)	0.01000 (0.49)	0.00295 (0.15)	0.0239 (1.14)	0.0143 (0.69)
course_fedcourts_forgrade2	0.0505 (1.40)	0.0451 (1.24)	0.0304 (0.87)	0.0208 (0.59)	0.0121 (0.39)	0.00488 (0.16)	0.00365 (0.12)	-0.00263 (-0.09)
course_remedies_forgrade2	0.00668 (0.29)	-0.00768 (-0.33)	0.00270 (0.12)	-0.00887 (-0.39)	0.0278 (1.42)	0.00858 (0.44)	0.0256 (1.29)	0.00672 (0.33)
class2015		-0.117** (-3.09)		-0.0824* (-2.15)		-0.180*** (-5.63)		-0.166*** (-4.92)
class2014		-0.119*** (-3.56)		-0.0817* (-2.44)		-0.160*** (-5.69)		-0.143*** (-4.92)
class2013		-0.0401 (-1.21)		-0.0508 (-1.57)		-0.0620* (-2.25)		-0.0540 (-1.93)
class2012		-0.0354 (-1.12)		-0.0686* (-2.21)		-0.0432 (-1.64)		-0.0439 (-1.64)
undergrad_GPA			0.185*** (4.60)	0.184*** (4.53)			0.00101 (0.03)	-0.0215 (-0.59)
undergrad_top25			0.0534 (1.48)	0.0558 (1.54)			0.0201 (0.64)	0.0147 (0.47)
undergrad_CSU			-0.0469 (-1.16)	-0.0389 (-0.96)			-0.0330 (-0.93)	-0.0165 (-0.47)
undergrad_UC			-0.0188 (-0.79)	-0.0177 (-0.74)			-0.00779 (-0.37)	-0.00488 (-0.23)
lsat_score			0.0157*** (6.28)	0.0158*** (6.19)			0.00310 (1.38)	0.00124 (0.54)
leop_admit			-0.129*** (-3.81)	-0.125*** (-3.67)			-0.0954** (-3.20)	-0.0966** (-3.25)
transfer_status			0.187** (3.25)	0.173** (2.92)			0.00831 (0.16)	-0.0545 (-1.05)
LGPA					0.727*** (23.56)	0.741*** (24.27)	0.670*** (19.84)	0.696*** (20.58)
conc_civil					0.0932* (2.03)	0.0979* (2.16)	0.0845 (1.81)	0.0883 (1.90)
conc_ip					-0.105* (-2.14)	-0.111* (-2.28)	-0.106* (-2.07)	-0.113* (-2.23)
conc_crim					0.107* (2.14)	0.0850 (1.71)	0.104* (2.05)	0.0829 (1.65)
conc_sjc					0.0172 (0.33)	-0.00114 (-0.02)	0.00972 (0.18)	-0.00542 (-0.10)
conc_envr					-0.0179 (-0.12)	0.0183 (0.12)	-0.0218 (-0.14)	0.0135 (0.09)
conc_govt					-0.115 (-1.07)	-0.0971 (-0.91)	-0.125 (-1.17)	-0.110 (-1.04)
conc_hlth					-0.140* (-2.17)	-0.146* (-2.29)	-0.141* (-2.20)	-0.148* (-2.32)
conc_intl					-0.123* (-2.08)	-0.149* (-2.54)	-0.152* (-2.52)	-0.166** (-2.77)
conc_tax					0.0798 (1.93)	0.0817* (2.00)	0.0863* (2.02)	0.0901* (2.13)
jud_ext					0.0141 (0.63)	0.000542 (0.02)	0.0243 (1.06)	0.0104 (0.46)
clinical_courses					-0.00790 (-1.29)	-0.00436 (-0.72)	-0.00422 (-0.67)	-0.00167 (-0.27)
leave_of_absence					-0.0334 (-0.55)	-0.0519 (-0.86)	-0.0627 (-1.02)	-0.0780 (-1.28)
study_abroad					0.0828* (2.25)	0.0798* (2.19)	0.0936* (2.52)	0.0891* (2.42)
journal_hastings					-0.0115 (-0.38)	-0.0149 (-0.49)	-0.0140 (-0.45)	-0.0166 (-0.54)
journal_other					0.0410* (2.13)	0.0401* (2.11)	0.0377 (1.93)	0.0361 (1.86)
moot_team					0.0351 (1.31)	0.0418 (1.58)	0.0294 (1.10)	0.0363 (1.37)
_cons	0.691*** (14.13)	0.789*** (14.12)	-2.478*** (-5.18)	-2.421*** (-4.93)	-1.660*** (-15.32)	-1.570*** (-14.47)	-1.952*** (-4.63)	-1.525*** (-3.55)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 37: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Coursework For Letter Grade Only & Controls, Business Associations & Corporations Courses Combined

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
bar_course_units	-0.000352 (-0.18)	-0.00101 (-0.50)	0.00272 (1.34)	0.00233 (1.14)	0.00279 (1.51)	0.00252 (1.38)	0.00339 (1.74)	0.00271 (1.40)
class2015		-0.104** (-2.99)		-0.0941** (-2.70)		-0.189*** (-6.40)		-0.187*** (-6.04)
class2014		-0.102** (-3.22)		-0.0713* (-2.27)		-0.158*** (-5.96)		-0.143*** (-5.20)
class2013		-0.0268 (-0.83)		-0.0432 (-1.38)		-0.0635* (-2.36)		-0.0568* (-2.09)
class2012		-0.0291 (-0.94)		-0.0616* (-2.03)		-0.0440 (-1.71)		-0.0443 (-1.69)
undergrad_GPA			0.184*** (4.58)	0.181*** (4.46)			0.00707 (0.20)	-0.0227 (-0.63)
undergrad_top25			0.0578 (1.60)	0.0574 (1.59)			0.0242 (0.77)	0.0138 (0.44)
undergrad_CSU			-0.0519 (-1.28)	-0.0469 (-1.16)			-0.0298 (-0.84)	-0.0194 (-0.56)
undergrad_UC			-0.0191 (-0.80)	-0.0206 (-0.87)			-0.00213 (-0.10)	-0.00449 (-0.22)
lsat_score			0.0162*** (6.47)	0.0161*** (6.34)			0.00328 (1.45)	0.00115 (0.50)
leop_admit			-0.124*** (-3.69)	-0.123*** (-3.63)			-0.0860** (-2.89)	-0.0924** (-3.13)
transfer_status			0.189*** (3.36)	0.172** (3.00)			0.0284 (0.57)	-0.0333 (-0.66)
L GPA					0.714*** (23.37)	0.740*** (24.45)	0.659*** (19.70)	0.696*** (20.78)
conc_civil					0.0873 (1.93)	0.0865 (1.94)	0.0721 (1.57)	0.0724 (1.59)
conc_ip					-0.114* (-2.34)	-0.110* (-2.30)	-0.111* (-2.19)	-0.109* (-2.16)
conc_crim					0.111* (2.24)	0.0921 (1.88)	0.108* (2.16)	0.0887 (1.79)
conc_sjc					0.0165 (0.31)	0.000607 (0.01)	0.00753 (0.14)	-0.00590 (-0.11)
conc_envr					-0.0245 (-0.16)	0.0559 (0.37)	-0.0236 (-0.16)	0.0588 (0.39)
conc_govt					-0.121 (-1.12)	-0.0831 (-0.78)	-0.130 (-1.22)	-0.0978 (-0.93)
conc_hlth					-0.142* (-2.22)	-0.140* (-2.21)	-0.142* (-2.21)	-0.140* (-2.22)
conc_intl					-0.133* (-2.24)	-0.143* (-2.45)	-0.159** (-2.63)	-0.159** (-2.68)
conc_tax					0.0796 (1.95)	0.0892* (2.21)	0.0885* (2.10)	0.101* (2.43)
jud_ext					0.0172 (0.77)	-0.00361 (-0.16)	0.0263 (1.16)	0.00532 (0.23)
clinical_courses					-0.0112 (-1.86)	-0.00303 (-0.50)	-0.00686 (-1.10)	0.000216 (0.03)
leave_of_absence					-0.0323 (-0.53)	-0.0434 (-0.72)	-0.0584 (-0.95)	-0.0672 (-1.10)
study_abroad					0.0778* (2.11)	0.0840* (2.31)	0.0918* (2.47)	0.0967** (2.63)
journal_hastings					-0.0133 (-0.44)	-0.0169 (-0.56)	-0.0184 (-0.59)	-0.0191 (-0.62)
journal_other					0.0429* (2.24)	0.0401* (2.12)	0.0379 (1.94)	0.0357 (1.85)
moot_team					0.0302 (1.15)	0.0397 (1.53)	0.0210 (0.79)	0.0320 (1.22)
_cons	0.745*** (18.97)	0.806*** (18.24)	-2.541*** (-5.29)	-2.466*** (-5.03)	-1.622*** (-15.09)	-1.628*** (-15.30)	-1.999*** (-4.71)	-1.584*** (-3.70)
N	1794	1794	1706	1706	1794	1794	1706	1706

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 38: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Units & Controls



	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)	Bar (1st)
bar_courses	0.00344 (0.16)	-0.000519 (-0.02)	-0.000482 (-0.02)	-0.00520 (-0.21)				
LGPA	0.726** (3.27)	0.766*** (3.39)	0.742** (3.20)	0.779** (3.30)				
conc_civil	-0.0712 (-0.51)	-0.0687 (-0.49)	-0.116 (-0.82)	-0.112 (-0.78)				
conc_ip	0.151 (0.93)	0.133 (0.81)	0.0427 (0.24)	0.0500 (0.27)				
conc_crim	-0.00963 (-0.04)	0.0233 (0.11)	-0.0312 (-0.14)	0.00690 (0.03)				
conc_sjc	-0.350 (-1.80)	-0.387 (-1.95)	-0.317 (-1.57)	-0.345 (-1.69)				
conc_envr	0 (.)	0 (.)	0 (.)	0 (.)				
conc_govt	-0.245 (-0.82)	-0.187 (-0.60)	-0.281 (-0.91)	-0.243 (-0.75)				
conc_hlth	-0.221 (-1.04)	-0.206 (-0.95)	-0.264 (-1.21)	-0.238 (-1.07)				
conc_intl	-0.213 (-0.77)	-0.276 (-0.99)	-0.166 (-0.59)	-0.236 (-0.82)				
conc_tax	-0.0408 (-0.16)	-0.0662 (-0.26)	0.124 (0.41)	0.120 (0.39)				
jud_ext	-0.0421 (-0.36)	-0.0586 (-0.51)	-0.00441 (-0.04)	-0.0228 (-0.19)				
clinical_courses	-0.0000631 (-0.00)	0.00385 (0.17)	0.00724 (0.30)	0.00948 (0.39)				
leave_of_absence	0.0437 (0.30)	0.0601 (0.41)	0.0566 (0.37)	0.0751 (0.49)				
study_abroad	-0.0467 (-0.24)	0.00219 (0.01)	-0.150 (-0.72)	-0.105 (-0.50)				
journal_hastings	-0.310 (-0.74)	-0.360 (-0.85)	-0.538 (-1.21)	-0.558 (-1.24)				
journal_other	0.111 (1.57)	0.108 (1.51)	0.112 (1.52)	0.111 (1.49)				
moot_team	0.810 (1.88)	0.776 (1.79)	0.434 (0.95)	0.399 (0.86)				
class2015		-0.117 (-0.96)		-0.114 (-0.88)		-0.0248 (-0.20)		-0.0331 (-0.25)
class2014		-0.136 (-1.31)		-0.118 (-1.04)		-0.0878 (-0.84)		-0.0774 (-0.69)
class2013		-0.148 (-1.68)		-0.163 (-1.75)		-0.124 (-1.35)		-0.131 (-1.35)
class2012		-0.0246 (-0.27)		-0.0181 (-0.19)		-0.0282 (-0.29)		-0.0169 (-0.17)
undergrad_GPA			0.107 (0.66)	0.157 (0.95)			0.143 (0.91)	0.177 (1.09)
undergrad_top25			0.294* (2.01)	0.282 (1.91)			0.224 (1.63)	0.222 (1.59)
undergrad_CSU			0.0425 (0.37)	0.0472 (0.40)			0.0659 (0.57)	0.0635 (0.54)
undergrad_UC			0.0563 (0.69)	0.0451 (0.54)			0.0338 (0.42)	0.0246 (0.30)
lsat_score			-0.00595 (-0.78)	-0.00636 (-0.81)			-0.00756 (-1.04)	-0.00714 (-0.94)
leop_admit			-0.158 (-1.57)	-0.153 (-1.49)			-0.184 (-1.88)	-0.178 (-1.78)
transfer_status			0 (.)	0 (.)			0 (.)	0 (.)
crit_studies_1_taken					-0.0760 (-0.97)	-0.0759 (-0.95)	-0.0719 (-0.86)	-0.0727 (-0.85)
crit_studies_2_taken					0.0480 (0.64)	0.0295 (0.38)	0.0323 (0.41)	0.0115 (0.14)
la_1_taken					-0.108 (-1.54)	-0.0921 (-1.25)	-0.120 (-1.61)	-0.101 (-1.28)
la_2_taken					-0.0247 (-0.27)	-0.00506 (-0.05)	-0.0491 (-0.52)	-0.0325 (-0.32)
_cons	-1.689** (-2.83)	-1.699** (-2.82)	-1.127 (-0.66)	-1.234 (-0.71)	0.305*** (4.26)	0.359*** (4.20)	1.058 (0.71)	0.930 (0.60)
N	180	180	169	169	180	180	169	169

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table 39: Bar Passage (1st Attempt) Regressed (OLS) on Bar Subject Courses, Legal Analysis, Critical Studies & Controls, Bottom 10% of LGPA Only

## 6.5 Alternative Specifications of Matching Analyses

Covariates		1L SP Legal Analysis	Control	KS-test p-value
Fall 1L GPA	Before Matching	2.500	3.256	< 0.00001
	After Matching	2.500	2.527	0.04
LSAT	Before Matching	158.37	161.42	< 0.00001
	After Matching	158.37	156.25	0.002
N	Before Matching	108	1524	-
	After Matching	108	157	-

Outcome		Effect Estimate	AI SE	p-value
1st Attempt Bar Passage		-0.0995	0.1139	0.382
Any Attempt Bar Passage		-0.1298	0.1249	0.299
Spring 1L GPA		0.0174	0.088	0.843
Final LGPA		-0.0398	0.0745	0.5933
2L Percentile Rank		-0.0604	0.032	0.059
3L Percentile Rank		-0.064	0.0354	0.071

Table 40: GenMatch Results: Balance Statistics & Effects of First-Year Spring Legal Analysis Course

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

Covariates		1L SP Legal Analysis	Control	KS-test p-value
LSAT	Before Matching	158.37	161.42	< 0.00001
	After Matching	158.37	158.39	1.0
N	Before Matching	108	1524	-
	After Matching	108	108	-

Outcome		Effect Estimate	AI SE	p-value
1st Attempt Bar Passage		-0.3794	0.0450	< 0.0001
Any Attempt Bar Passage		-0.2834	0.0487	< 0.0001
Spring 1L GPA		-0.4538	0.0395	< 0.0001
Final LGPA		-0.4848	0.0247	< 0.0001
2L Percentile Rank		-0.3789	0.0144	< 0.0001
3L Percentile Rank		-0.3662	0.0147	< 0.0001

Table 41: GenMatch Results: Balance Statistics & Effects of First-Year Spring Legal Analysis Course, LSAT Balanced Only

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

Covariates		Critical Studies (any)	Control	KS-test p-value
1L Rank	Before Matching	0.1697	0.5477	< 0.00001
	After Matching	0.1697	0.1521	0.006
2L Rank	Before Matching	0.1406	0.5685	< 0.00001
	After Matching	0.1406	0.1464	0.016
LSAT	Before Matching	158.35	161.79	< 0.00001
	After Matching	158.35	157.95	0.118
2015 Class	Before Matching	0.1024	0.0327	< 0.00001
	After Matching	0.1024	0.1024	1.0
N	Before Matching	205	1251	-
	After Matching	205	205	-
Outcome		Effect Estimate	AI SE	p-value
1st Attempt Bar Passage		0.0390	0.0840	0.6423
Any Attempt Bar Passage		0.1073	0.0927	0.2474
Final LGPA		-0.0094	0.0196	0.6310
3L Percentile Rank		-0.0034	0.0093	0.7150

Table 42: GenMatch Results: Balance Statistics & Effects of Critical Studies Course-work (1 or 2 Critical Studies Courses)

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

Covariates		Critical Studies (both)	Control	KS-test p-value
1L Rank	Before Matching	0.1146	0.5252	< 0.00001
	After Matching	0.1146	0.1071	0.118
2L Rank	Before Matching	0.0838	0.5426	< 0.00001
	After Matching	0.0838	0.0881	0.476
LSAT	Before Matching	157.85	161.58	< 0.00001
	After Matching	157.85	158.06	0.590
2015 Class	Before Matching	0.1193	0.0364	< 0.00001
	After Matching	0.1193	0.1193	1.0
N	Before Matching	109	1347	-
	After Matching	109	109	-
Outcome		Effect Estimate	AI SE	p-value
1st Attempt Bar Passage		-0.0459	0.0912	0.6151
Any Attempt Bar Passage		0.0734	0.0920	0.4249
Final LGPA		-0.0054	0.0207	0.7957
3L Percentile Rank		-0.0050	0.0065	0.4434

Table 43: GenMatch Results: Balance Statistics & Effects of Critical Studies Course-work (2 Critical Studies Courses)

NOTE: AI SE = Abadie-Imbens Standard Errors. KS-test = Kolmogorov-Smirnov distributional test.

# Exhibit C

To: Morris Ratner  
From: Stefano Moscato  
Date: August 10, 2016  
Re: Law School Survey – Bar Success Strategies

You asked me to conduct a survey of sister law schools to advance your mission as Associate Dean for Academic and Professional Success, and to provide information to the ad hoc Committee on Academic Success chaired by David Takacs, of which I am a member. This memorandum summarizes and frames my survey results by asking the following questions:

- What law schools have had a record of bar passage success? How should we even define or measure “success”?
- What intervention strategies have these schools implemented that may be tied to their better-than-expected bar pass results?
- For each attempted intervention, is there any reliable assessment data measuring the correlation between the intervention and bar success?

My answers to these questions are based on (1) searching and examining publically available information on law schools that are seen as having relatively high bar pass rates; (2) interviewing (with Laurie Zimet and Toni Young’s help) those schools’ Bar/Academic Success and Legal Writing Directors to get more complete information about the curricular, programmatic, and pedagogical steps they have taken to achieve that success; and (3) collecting, organizing, and summarizing published studies assessing the correlation between such efforts and law student success.

## **I. Introduction**

### **A. Methodology for Selecting Survey Participants**

I began with California law schools, for the obvious reason that their students are most likely to be sitting for the California Bar Exam. Because bar passage in absolute terms tells us very little about what schools are *doing* that correlates to bar passage beyond admitting relatively better-qualified students, I looked at each school’s student-body profile in relation to its bar passage rate. I focused on LSAT scores, though I am fully aware that for many students, LSAT scores are not the only, nor necessarily the best, predictor of ultimate bar passage.<sup>1</sup>

How then to predict a school’s bar pass rate based on its LSAT profile? A helpful guide here was a 2014 study by Ted Seto of Loyola using “average LSATs” to generate the rate at which students would be expected to pass the 2014 California Bar Exam if average LSATs and bar passage were perfectly correlated, and then comparing those predictions to the actual July

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<sup>1</sup> Not surprisingly, law school grades have the strongest statistical association (when controlling for all other variables) with bar exam results. *See, e.g.,* Scott Johns, *Empirical Reflections: A Statistical Evaluation of Bar Exam Program Interventions*, 54 U. LOUISVILLE L. REV. 267 (2016). As for the LSAT’s utility in predicting law school performance, a recent study found that the “LSAT predicts more weakly, and UGPA more powerfully, than commonly assumed” and that “long-noted gender disparities appear to have abated, but racial disparities persist.” Alexia Brunet Marks & Scott A. Moss, *What Predicts Law Student Success? A Longitudinal Study Correlating Law Student Applicant Data and Law School Outcomes*, 13 J. EMPIRICAL LEGAL STUD. 205, 208 (2016).

2014 bar pass data.<sup>2</sup> Seto found, for example, that UC Hastings' 2011 average LSAT of 161 correlates to a predicted 73% bar pass rate, or 5% higher than its actual 68% 2014 pass rate.

But because each school's bar passage profile can fluctuate from year to year (at some schools, significantly so), it was important to examine a large enough time-frame to account for such fluctuations. I also worried about potentially inflated bar pass metrics for those schools that may "encourage" high-risk students to wait until the February bar exam to take the test the first time, so that those students can be omitted from the critical July first-time-taker statistics. I don't know how widespread such a practice may be, so I took it upon myself to include February bar exam data in calculating historical bar pass rates.

Here are the results:<sup>3</sup>

SCHOOL	LSAT AVG '04-'08	'07-'11 %	2012 %	2013 %	2014 %	2015 %	25% LSAT '11	Med LSAT '11	'12-'15 %	Predicted pass rate	'07-'15 %	25% LSAT '15	Med LSAT '15
STANFORD	169	93%	93%	90%	87%	88%	167	170	89%	92%	91%	169	172
USC	166	89%	87%	86%	86%	87%	165	167	86%	86%	88%	161	166
BERKELEY	166	88%	85%	86%	88%	85%	164	167	86%	86%	87%	162	166
UCLA	165.5	85%	88%	88%	81%	85%	164	167	86%	86%	85%	162	166
UC IRVINE	-	-	90%	78%	78%	80%	163	165	81%	82%	81%	161	162
UC DAVIS	162	81%	78%	83%	86%	74%	161	164	80%	80%	81%	159	163
PEPPERDINE	159	84%	86%	81%	79%	69%	158	163	79%	75%	82%	154	159
UC HASTINGS	162	81%	76%	74%	68%	67%	157	162	72%	73%	77%	155	159
LOYOLA	161	82%	77%	85%	79%	75%	158	161	79%	72%	81%	156	159
USD	161.5	74%	76%	75%	72%	70%	158	160	74%	71%	74%	156	159
SANTA CLARA	158	76%	71%	72%	61%	68%	157	160	68%	70%	73%	153	155
CHAPMAN	157	74%	80%	76%	75%	71%	154	158	76%	67%	75%	152	156
McGEORGE	157.5	73%	71%	67%	63%	69%	155	158	68%	66%	71%	148	151
CAL WESTERN	153	75%	77%	67%	71%	59%	150	153	69%	56%	72%	147	150
WESTERN ST.	151	60%	81%	77%	63%	50%	149	151	67%	51%	63%	146	148

I have highlighted the twenty-fifth percentile/median 2011 LSAT scores and the cumulative actual/predicted bar pass rates for February 2012 through July 2015.<sup>4</sup> As you can see, most

<sup>2</sup> Theodore Seto, *Law School Value Added as Measured by Bar Passage*, TAXPROF BLOG, January 5, 2015 (available at [http://taxprof.typepad.com/taxprof\\_blog/2015/01/seto-law-school-value-added.html](http://taxprof.typepad.com/taxprof_blog/2015/01/seto-law-school-value-added.html)). Seto calculated "average LSATs" by taking the average of the 25th and 75th percentile LSATs of each school's 2011 incoming class. Because LSAC does not report LSAT scores for those in the bottom and top quartiles, this "average" is of course an imperfect approximation. It is not clear to me why Seto understood this "average" metric to be more useful than the LSAC-reported *median* LSAT score.

<sup>3</sup> Note that I have not included on my chart those California schools that cannot by any metric be said to have had bar passage "success" in recent years; it was beyond the scope of my project to analyze the bar pass interventions that do not appear to be working at those schools.

<sup>4</sup> Because LSAT fluctuations were fairly minor in this time-frame at most schools, I figured that Seto's calculations based on 2011 LSAT data would accurately predict each school's bar pass rate for the entire 2012-

schools' graduates end up succeeding on the bar exam right about as predicted—including UC Hastings graduates.

### 1. Close Comparator Schools

Among the schools whose LSAT profiles most resemble UC Hastings', the most notable "over-achievers" are Chapman and Loyola, and so those two schools' bar success intervention efforts may be of particular interest to us. Pepperdine and USD also do slightly better than their predicted pass rate, so I included them in my list of schools to survey as well.<sup>5</sup>

However, drawing any conclusion from this data that any of these schools do better than UC Hastings on the bar exam with apparently similar student bodies must be taken with a grain of salt, for at least two reasons:

First, Ted Seto's "predicted bar pass" formula is derived using only the average of the twenty-fifth and seventy-fifth LSAT percentiles; he does not account for any variances among the schools in how they make bottom-LSAT-quartile admissions decisions. Publically available admissions data<sup>6</sup> indicate that many in UC Hastings' bottom-LSAT-quartile would not have gained admission to most all our competitor schools. For example in 2014, UC Hastings admitted 28 students with LSAT scores below 150, including 6 with scores below 145, for 79 bottom-LSAT-quartile spots (LSAT 155 and below).<sup>7</sup> That same year, USD admitted only 4 such students, with just one below 145, for 56 bottom-LSAT-quartile spots (like UC Hastings, LSAT 155 and below). Pepperdine, despite a relatively lower bottom-quartile LSAT cutoff score of 153, admitted only 10 students with LSAT scores below 150, none below 145, for its 57 bottom-LSAT-quartile spots. The story is no different at Loyola, Chapman and Santa Clara: Loyola admitted only 4 students with LSAT scores below 150 for 78 bottom-LSAT-quartile spots; Chapman admitted only 7 such students for 42 spots; and Santa Clara did not admit a single student with an LSAT score below 150. While I do not in any way question the very good reasons for UC Hastings' more holistic approach to admissions, there appears to be

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2015 period, though in some cases I made slight adjustments to Seto's rates to reflect an atypically large disparity between a school's LSAT median and bottom quartile and/or to account for situations where a school's 2011 LSAT profile was in fact not representative of this entire time frame.

<sup>5</sup> While at first blush it may appear that McGeorge also punches in slightly above its predicted pass rate, that pass rate may be artificially inflated by its high academic attrition rates (data which is included in its ABA Standard 509 disclosures, available at <http://www.abarequireddisclosures.org/>). For example, McGeorge academically disqualified 9 students from its 2012 entering class of 250 students, and an additional 24 students dropped out for reasons not explicitly stated on its Standard 509 disclosures—amounting to a 13.2% DQ/dropout rate. Had that DQ/dropout rate been closer to UC Hastings' 4.7%, McGeorge's 2015 bar pass rate might have dropped at or below its predicted pass rate (assuming for the sake of argument that most all these students would have been very high-risk 2015 bar takers).

<sup>6</sup> See <http://www.lsac.org/lisacresources/publications/official-guide-archives>, where LSAC publishes admissions data for most every ABA-approved law school from 2006 to 2014. Note that the "Applicant Profile" information included in each school's "2016 Description" reflects Fall 2014 admissions, and the "2015 Description" reflects Fall 2012 admissions; I have no idea where Fall 2013 admissions data may be hidden!

<sup>7</sup> I do not have access to data reflecting how many of those admitted in these low-LSAT ranges actually accepted the admission offer, but I would imagine that most (if not all) did so.

little doubt that its student-body includes far more students than its competitors do whose comparatively low LSAT scores put them at a higher risk of failing the bar exam.

Second, UC Hastings' most recent bar pass statistics likely are artificially deflated (in comparison to the "predicted" pass rate) by the recent droves of successful first-year students who have been transferring out—a phenomenon our comparator schools have not (yet, at least) suffered.<sup>8</sup> Of the UC Hastings 2012 1L class, 39 transferred out—most all of whom likely passed the July 2015 bar exam.<sup>9</sup> USD lost only 14 transfer students from that class; Pepperdine lost 13; Loyola lost 22; and Chapman lost only 5 students via transfer.

## **2. Top-25 Schools**

Though it appears none of the highly ranked California schools have experienced bar success at rates higher than their average LSAT profiles would predict, I felt it would still be helpful to study the bar/academic success interventions employed by at least some of the schools whose students historically pass the bar at very high rates. Berkeley, UCLA, and USC were the most obvious candidates since they most consistently perform at or above their predicted pass rates and are known to have employed innovative academic support strategies. I also decided to include UC Davis in my survey, since its bottom-quartile population (*i.e.*, those most likely to be the targets of UC Davis' academic intervention strategies) closely resembles UC Hastings' third-quartile population—a group which recent bar pass trends suggest we should be paying close attention to.

## **3. "Bar Success" Schools?**

On the other end of the spectrum, Cal Western and Western State appear at first blush to outperform their bar pass predictors by a substantial margin. Though much of that apparent bar pass success might be explained away by very strict disqualification and other attrition measures,<sup>10</sup> I have included one of those schools (Western State) in my survey to provide a clear picture of what the "our primary mission is to teach to the Bar Exam" law school model looks like.

## **4. Out-of-State Bar Success?**

I also considered including in my survey those out-of-state law schools with somewhat comparable average LSAT metrics to UC Hastings that some have touted as punching above their relative weight on their state's bar exam: University of Washington, Arizona, Arizona

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<sup>8</sup> Transfer data is included as part of every school's ABA-required Standard 509 disclosures, which are available at <http://www.abarequireddisclosures.org/>.

<sup>9</sup> Some of those losses may have been regained via the 24 students who transferred into UC Hastings in 2013, though I would be curious to know how those students fared on the 2015 California Bar Exam.

<sup>10</sup> For example, attrition data (publically available at <http://www.abarequireddisclosures.org/>) tells us that Cal Western academically disqualified 28 students from its 2012 entering class, and an additional 42 dropped out for reasons not explicitly identified. That whopping 23% DQ/dropout rate (compared to 4.7% at UC Hastings) likely inflates Cal Western's comparative bar pass rate by as many as 10 percentage points, perhaps more.



State, Florida International and Georgia State.<sup>11</sup> I also looked at a handful of other schools with high overall bar passage whose LSAT distributions look particularly similar to UC Hastings': BYU, Cardozo, Northeastern, Richmond, George Mason, Tulane, and Temple. Because I was skeptical of any claim to bar success in states whose bar examinations are far easier to pass than California's, I analyzed how those schools' students did when taking the California Bar Exam. Indeed, I found that out of almost 1200 of these schools' graduates who took the California Bar Exam between 2007 and 2015, only 63% passed on the first try—far lower than UC Hastings' pass rate over the same period (77%). Even the University of Washington—named by *The National Jurist* as the very “best” law school in the nation for bar exam preparation—had a pedestrian 67% California bar pass rate (82 of 122 students) during this same period, despite an LSAT profile comparable to UC Davis.

Because I therefore found it too difficult to pinpoint which of these out-of-state schools actually have the sort of “successful” bar pass interventions we might consider adopting, I decided to not focus in my survey on out-of-state schools. However, my report does discuss published studies at Minnesota, Richmond, Denver and St. Louis, which does give us some insight into what bar success interventions may be working across the country. I also have included survey information from Florida International (Laurie Zimet paid them a visit last month and was kind enough to gather that information for us). If you believe there is value in further exploring bar success interventions at out-of-state law schools, I certainly could survey a few more of the above-mentioned schools and update my report accordingly.

## **B. Intervention Strategies to Consider in the Survey**

For this question, I explored both those strategies directly identified as a bar success interventions (those typically employed in the third year) as well as early intervention strategies (such as Academic Support and/or legal writing training) that may more indirectly correlate to bar success. I also included some questions about any non-curricular interventions that might play a role in a school's bar pass successes.

With those goals in mind, I crafted (with your help) the following series of charts I would thereafter complete with the information I gathered from my survey interviews:

- **Part 1: Classroom Pedagogy** [to identify formative assessment tools each school employs in its 1L doctrinal classes, as well as any other pedagogical innovations that may impact student learning outcomes/ultimate bar exam success];
- **Part 2: Academic Support/Success Interventions** [to identify intervention efforts targeting those students struggling with legal analysis skills, as well as efforts to teach legal analysis skills to all students];
- **Part 3: Bar Subject Curriculum** [to assess the possible correlation between taking core upper-division bar subject courses and ultimate bar exam success];

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<sup>11</sup> See Mike Stetz, *Best Schools for Bar Exam Preparation*, THE NAT'L JURIST, Feb. 2014, at 24-27 (comparing actual and predicted bar pass rates for all ABA-accredited law schools based on 2011-2012 data). That study, like Ted Seto's, used an “average LSAT” prediction calculator, but adjusted the equation to account for the relative difficulty of each state's bar exam.

- **Part 4: Direct Bar Support Interventions** [to assess the impact that institutionally-designed bar preparation courses and/or post-graduate summer bar support programming might have on bar passage]; and
- **Part 5: Legal Writing Training** [to explore whether those schools experiencing bar exam successes offer more opportunities for students to receive legal writing instruction and practice].

These completed survey charts, which I have loosely organized in order of law school ranking, are attached to this memo.

### C. Availability of Reliable Assessment Data

For each attempted intervention identified on the foregoing survey charts, are there reliable assessment data measuring the correlation between the intervention and bar success? In other words, we felt it important to be able to ask ourselves, if UC Hastings were to adopt the intervention strategy, how likely is it to translate to overall improvement by UC Hastings graduates in bar exam performance?

To enable us to most accurately answer this question, we created one additional survey chart [labeled “**Part 6: Assessing Efficacy of Bar Pass Interventions/Predicting Bar Success**”] that sought to more generally inquire from survey participants what conclusions they have drawn—either through formal studies or informal assessments—about what programmatic elements are most responsible for the school’s relative bar exam successes.

Because, as expected, most survey participants indicated that their institutions have not formally assessed by means of a statistical study the correlation between any intervention device and bar passage (or more generally law student success), and none was willing to share much about the results of any internal studies they may have conducted, I decided to independently research the extent to which anyone has published the results of any such statistical studies. I have attached to this memo a table summarizing the findings of those studies, organized to correspond with the topics covered by the survey charts [which I have titled “**Summary of Published Studies and Other Public Data**”].

## II. Summary of Findings

On review of the responses to my surveys questions, of publically available programmatic information on the surveyed schools, and of all published statistical studies, a few key themes emerge:

### A. Classroom Pedagogy

In anticipation of new ABA Standard 314, which requires all schools to “utilize both formative and summative assessment methods in its curriculum to measure and improve student learning and provide meaningful feedback to students,” many of the survey participants indicated that there has been a push to give a **midterm exam and/or other writing assignments in at least one 1L Fall doctrinal class**, and to give students **substantial individualized feedback** on that work.

A potentially groundbreaking study out of the University of Minnesota<sup>12</sup> has given us every reason to believe that such formative assessment devices can be quite meaningful in achieving desired learning outcomes: the authors found that students in sections that have previously or concurrently had a professor who provides formative individualized feedback **consistently outperform** students in sections that have not received any such feedback, and did so *in every single class*—i.e., individualized feedback in a *single* 1L doctrinal class improves students' performance in *all other* traditional law school classes during first year. The effect, they found, was **substantial** and **statistically significant**, corresponding to a 3.7 point increase in students' LSAT scores. Moreover, this disparity in performance appeared most pronounced for those below the school's median LSAT (which at Minnesota is 164).

## B. Academic Support/Legal Analysis Interventions

### 1. Introductory Legal Analysis Instruction

Several schools from across the rankings spectrum have incorporated fundamental legal analysis instruction into the Fall 1L curriculum in the form of a **one-unit, week-long introductory course** that all students are required to take at the beginning of their law school education.

### 2. First-Spring Academic Support

Interestingly, Chapman—which arguably is the most successful of UC Hastings' comparator schools in terms of outperforming its predicted bar passage rate—was one of only two surveyed schools (UC Davis being the other) that do not offer any formal First-Spring course designed to teach Legal Analysis (both Chapman and UC Davis include this type of intervention only for upper-division students).

Another observation worth noting is that most schools have shifted away from a stand-alone Legal Analysis course like UC Hastings offers, to a **doctrinal-based academic support approach** to the First-Spring course.<sup>13</sup>

### 3. Upper-Division Academic Support

Every school surveyed except for Loyola offers special upper-division academic support for students still struggling with legal analysis. Again, many schools offer that support in a doctrinal context rather than as a stand-alone Legal Analysis course. A course on Evidence

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<sup>12</sup> Daniel Schwarcz & Dion Farganis, *The Impact of Individualized Feedback on Law Student Performance*, MINN. LEGAL STUDIES RESEARCH PAPER NO. 16-13 (2016) (available at <http://ssrn.com/abstract=2772393>).

<sup>13</sup> Indeed, one key study found that teaching legal analysis skills in a concrete substantive context can be a particularly effective way to reach students who may find it hard to transfer skills training that prepares them for future, rather than current, encounters with content. *See, e.g.*, Kristine S. Knaplund & Richard H. Sander, *The Art and Science of Academic Support*, 45 J. LEGAL EDUC. 157 (1995) (finding that academic support offered in the context of a doctrinal course leads to more significant immediate results (e.g., same-semester grades in other courses) and more significant long-term gains (e.g., grades at graduation) than academic support divorced from doctrinal context).

appears to be the most popular vehicle. Several schools offer as many as three such upper-division ASP bar-subject courses.

### C. Bar Subject Curriculum

Despite a weak statistical correlation in the literature between number of bar exam subject-matter courses taken and passing the bar exam,<sup>14</sup> every school surveyed other than Berkeley Law and UC Davis **requires** at least some students to take **at least some upper-division bar subject classes**.

### D. Bar Support Programming

A number of studies conclude that for-credit bar preparation courses can have a **statistically significant impact on bar exam passage**, especially for those in the 155-159 LSAT range.<sup>15</sup> Many of the schools we surveyed indeed require certain students to take these courses, and the trend is to offer separate courses for bar exam essay writing, Performance Test writing, and MBE strategies.

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<sup>14</sup> See Douglas K. Rush & Hisako Matsuo, *Does Law School Curriculum Affect Bar Examination Passage?*, 57 J. LEGAL EDUC. 224 (2007). That study found **no statistically significant relationship** between number of bar exam subject-matter courses taken and passing the bar exam for first, second, and fourth quartile students (and for the bottom 10%) of St. Louis University law students. For **third-quartile students (LSAT 154-157)**, there was a **very weak (but statistically significant) correlation** to the number of bar classes taken. But the authors concluded that any practical effect of such a correlation is unclear, as the mean difference in number of such courses taken was less than one course, and only 4.1% of the difference in bar pass rates could be explained by the number of bar classes taken. I understand, however, that our own bar data analyst (who currently is studying UC Hastings bar data) appears to be finding a significant relationship between bar subject courses and bar passage for some students.

<sup>15</sup> See Scott Johns, *Empirical Reflections: A Statistical Evaluation of Bar Exam Program Interventions*, 54 U. LOUISVILLE L. REV. 267 (2016) (finding a statistically significant association between Denver's Legal Analysis Strategies bar prep jump-start course and bar exam scores); Mario Mainero, *We Should Not Rely on Commercial Bar Reviews to Do Our Job: Why Labor-Intensive Comprehensive Bar Examination Preparation Can and Should Be a Part of the Law School Mission*, CHAPMAN UNIV., FOWLER LAW RESEARCH PAPER NO. 15-01 (2015) (available at <http://ssrn.com/abstract=2546001>) (same for Chapman's bar prep programming); Derek Alphan, Tanya Washington & Vincent Eagan, *Yes We Can, Pass the Bar. University of the District of Columbia, David A. Clarke School of Law Bar Passage Initiatives and Bar Pass Rates--From the Titanic To the Queen Mary!*, 14 U. D.C. L. REV. 9 (2011) (14.7% bar pass increase for those participating in U. D.C.'s PTEX Essay Writing Practicum); Linda Jellum & Emmeline Paulette Reeves, *Cool Data on a Hot Issue: Empirical Evidence that a Law School Bar Support Program Enhances Bar Performance*, 5 NEVADA L.J. 646 (2005) (similar success for Richmond's Bar Support Program, especially for bottom quartile students).

Note that several of the studies finding positive associations between bar preparation instruction and bar passage studied schools that implement that instruction as a "bookend" to earlier legal analysis interventions. See, e.g., Johns, *supra* (noting that many of those students who passed the bar exam after participating in Denver's Bar Success Program had previously taken a Fall 2L "Intermediate Legal Analysis" problem-solving course); Donald H. Zeigler, Joanne Ingham, and David Chang, *Curriculum Design and Bar Passage: New York Law School's Experience*, 59 J. Legal Ed. 393 (2010) (describing NYLS' bar pass successes following implementation of a Comprehensive Curriculum Program, which includes both a First-Spring "Principles of Legal Analysis" course and a "Consolidated Legal Analysis" course designed to consolidate weaker students' grasp of fundamental analytical skills just before they graduate by requiring those students to write bar exam-style essays on which they receive individualized critiques).

Many of the bar support studies suggest that the most effective programming is to take a comprehensive approach that also includes a **Supplemental Bar Support Program** that runs concurrently to commercial bar courses.<sup>16</sup>

Most respondents stress that the success of these bar support efforts depend on **extensive practice and individualized feedback**.<sup>17</sup> Among our comparator schools, Chapman appears to invest the most resources on this bar pass intervention strategy.

#### **E. Legal Writing Curriculum**

The most striking theme arising from our survey of each school's legal writing curriculum is that every single one of them employs **full-time** legal writing instructors—some classified as Lecturers, some as “Professor of Legal Writing,” some as “Clinical Professor,” and some on the tenure track.

Moreover, most every school offered at least some upper-division **advanced writing instruction** including some that appear to be targeting those students who need help strengthening their fundamental writing skills, and many designed to supplement the first-year LRW course by exposing students to a broader array of drafting assignments (both adversarial and non-adversarial).

### **III. Conclusion**

The good news is that UC Hastings already has adopted (or has approved implementation of) several of the intervention strategies that appear to have led to some positive results, so we already should be headed in the right direction. On the other hand, we should be mindful of a theme that is repeated throughout this memo: that these intervention strategies at best work only at the margins, and even then only if they provide those most at risk with considerable practice and feedback.

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<sup>16</sup> See, e.g., Johns, *supra* note 15 (finding that Denver's **post-graduate Bar Success Program** that runs concurrently to commercial bar review courses had an even greater statistical association with bar exam scores than did its final semester bar preparation course); Jellum & Reeves, *supra* note 15 (noting that Richmond's Bar Support Program includes and **Individual Tutoring** program running concurrently with commercial bar review courses); Mainero, *supra* note 15 (touting Chapman's **Supplemental Bar Prep Program**, offered free of charge to every graduate, as the cornerstone of Chapman's bar success interventions).

<sup>17</sup> Chapman's study, for example, found that those students who submitted **10+ essays** for review in connection with their participation in Chapman's Supplemental Bar Prep Program passed at an **85% clip**, as compared to **70%** for those who submitted **9 or fewer** essays.

# SUMMARY OF PUBLISHED STUDIES & OTHER PUBLIC DATA

## 1. CLASSROOM PEDAGOGY

Title/Citation	Author(s)	School studied	Findings
<b>The Impact of Individualized Feedback on Law Student Performance</b>  Minn. Legal Studies Research Paper No. 16-13 ( <a href="http://ssrn.com/abstract=2772393">http://ssrn.com/abstract=2772393</a> ) (2016)	Daniel Schwarcz & Dion Farganis	Minn.	<p>Study examined eight double-sections between 2011 and 2015 in which one section received individualized feedback in one course prior to the double-section final exam, and the other did not. ["individualized feedback" defined as <b>individualized written comments or individualized/small-group oral feedback</b>; generalized comments, grading rubric, or model answer did not count]</p> <p>Found that the <b>students from the section receiving individualized feedback outperformed the students from the section that did not in every single class</b> -- i.e., that individualized feedback in a <i>single</i> 1L doctrinal class improves students' performance in <i>all other</i> traditional law school classes during first year. Difference in mean GPA between the no-feedback group (3.165) and the feedback group (3.283) was <b>substantial and statistically significant</b>, corresponding to a 3.7 point increase in students' LSAT scores. Moreover, this disparity in performance appeared <b>most pronounced for those below the school's median LSAT</b> (which at Minnesota is 164).</p>

## 2. ACADEMIC SUPPORT INTERVENTIONS

Title/Citation	Author(s)	School studied	Findings
<b>Empirical Reflections: A Statistical Evaluation of Bar Exam Program Interventions</b>  54 U. Louisville L. Rev. 267 (2016)	Scott Johns	Denver (Sturm Law)	<p>Students with 1L GPA &lt; 2.7 given option to take Fall 2L "Intermediate Legal Analysis," a legal analysis problem-solving course that "focuses on individual learning preferences to help students perform better on law school exams."</p> <p>* Based on data from 2008-2010, found that those who took ILA <b>passed the bar exam at a higher rate than those who did not take ILA</b>. 3rd quartile = 90% pass with ILA vs. 82.5% pass without; 4th quartile = 73.3% pass with ILA vs. 62.3% pass without. However, the ILA population was <b>too small to make this observation statistically significant</b>.</p> <p><b>[Note: Denver's median LSAT (159) and 25% LSAT (155) during the period studied is nearly identical to UC Hastings' current bottom-half population]</b></p>
<b>Curriculum Design and Bar Passage: New York Law School's Experience</b>  59 J. Legal Ed. 393 (2010)	Donald H. Zeigler, Joanne Ingham, and David Chang	NYLS	<p>First-Spring course, called "Principles of Legal Analysis" (Principles), designed to improve basic analytical skills necessary for subsequent learning—including how to state legal rules accurately, how to identify and analyze legally relevant facts, how to identify ambiguity in legal rules and make arguments to resolve ambiguity, and how to apply legal rules to a set of facts. Repeated practice and feedback—entails tackling an essay exam every week, all semester. <b>Professors work with those who teach core classes</b>, so students see an overlap in the material they are learning.</p> <p>NYLS implemented this course as an experiment in 1999 (to bottom 40 students of one of three 1L sections). Continued with an experimental section in Spring 2000 and Spring 2001, and then studied the results for the experimental section as compared to the two control group sections. <b>Mean GPA of the experimental section was 2.51; the mean GPAs of the control sections were 2.26 and 2.21.</b></p> <p>The difference between the experimental and control sections diminished in subsequent semesters. Subsequent analysis suggested, however, that attrition patterns in the experimental and control groups masked differences in GPA. Principles students persisted and <b>graduated at a higher rate than did members of the control groups</b>. The Principles cohort was laden with lower GPA students, while the corresponding students from the control groups were dismissed or chose to leave school.</p> <p>The 1999 Principles section <b>passed the bar at an extraordinarily high rate compared to the control sections</b>. Of the twenty-six Principles students taking the bar, eighteen passed and eight failed, for a pass rate of 69%. Students in the two control groups passed at a rate of 55% and 36%. However, the 2000 and 2001 experimental sections did not out-perform the control groups on the bar exam to the same extent as the 1999 group: The Spring 2000 group passed the July 2002 bar exam at a 61% rate, as compared to 73% and 39% for the control groups. The Spring 2001 group passed the July 2003 bar exam at a 54% rate; the control groups' rates were 37% and 44%. These results suggested that Principles alone could not do the whole job, and that a more comprehensive program was necessary to ultimate success. <b>[See "Bar Support Interventions," below].</b></p>

Title/Citation	Author(s)	School studied	Findings
<p><b>The Art &amp; Science of Academic Support</b></p> <p>45 J. Legal Educ. 157 (1995)</p>	<p>Kristine Knaplund &amp; Richard H. Sander</p>	<p>UCLA</p>	<p>Studied UCLA's <b>First-Spring ASP course</b>, which reaches ~ bottom 20% of class, [<b>probably similar to UC Hastings 3rd quartile</b>]. Found a <b>modest (but statistically significant) short-term effect</b> (i.e., impact on other 1L spring grades); <b>stronger long-term effect</b> (i.e., grades at graduation -- which also should directly correlate to success on the bar exam).</p> <p>[Note: In 2007, UCLA conducted an <b>internal study</b> of its doctrinal-based ASP course, comparing those who took it vs. those with similar GPAs who opted out. Found that the first-spring ASP course had a <b>measurable and sometimes significant effect on bar pass. 75.8% of students who took this class passed</b> the bar on their first try, <b>vs. 47.5%</b> of those with similar first-semester, first-year GPA but chose not to take the ASP course. <b>Similar effect on GPAs:</b> students who elected to take the first-spring ASP course graduated with an average GPA of 2.83, while students with similar Fall 1L GPAs graduated with an average of 2.73. Even greater difference when examining only large, curved bar classes -- students who enrolled in the first-spring ASP course averaged a 2L/3L "bar GPA" of 2.78, vs. 2.6 for students with similar Fall 1L GPAs who did not take the first-year course.]</p>



### 3. BAR SUPPORT INTERVENTIONS

Title/Citation	Author(s)	School studied	Findings
<b>Empirical Reflections: A Statistical Evaluation of Bar Exam Program Interventions</b>  54 U. Louisville L. Rev. 267 (2016)	Scott Johns	Denver (Sturm Law)	<p>Includes both a <b>final-semester "Legal Analysis Strategies"</b> course [jump-start to bar review] and a <b>post-graduate "Bar Success Program"</b> that runs concurrently to commercial bar review course [problem-solving workshops &amp; mock bar exams]. Team of hourly contract faculty provides systematic individual feedback and one-on-one counseling. Based on data from 2008, 2009, and 2010 bar exams, study found that:</p> <ul style="list-style-type: none"> <li>* 3rd quartile: 86.4% pass with <b>LAS</b> vs. 79.6% pass without; 4th quartile: 73.3% pass with LAS vs. 51.6% pass without.</li> <li>* 3rd quartile: 87.1% pass with <b>Bar Success</b> vs. 71.4% pass without; 4th quartile: 72.4% pass with Bar Success vs. 38.9% pass without.</li> <li>* Linear regression model suggested that LGPA, LSAT, Bar Success, and LAS, in order of diminishing impact, all have <b>statistically significant associations with bar exam scores</b> while controlling for all other variables</li> </ul> <p><b>[Note: Denver's median LSAT (159) and 25% LSAT (155) during the period studied is nearly identical to UC Hastings' current bottom-half population]</b></p>
<b>We Should Not Rely on Commercial Bar Reviews to Do Our Job: Why Labor-Intensive Comprehensive Bar Examination Preparation Can and Should Be a Part of the Law School Mission</b>  Chapman Univ., Fowler Law Research Paper No. 15-01 ( <a href="http://ssrn.com/abstract=2546001">http://ssrn.com/abstract=2546001</a> ) (2015)	Mario Mainero	Chapman (Fowler Law)	<p>Two <b>graded Bar-Prep Courses: Legal Analysis Workshop</b> [PT]; and <b>Select Topics in American Law</b> [essay writing]. Approx. 50% take PT course, and 90% + take essay course. Extensive practice and feedback -- essay writing class itself has 12 take-home essays, 12 in-class essays, a midterm and a final [each of which consists of three "crossover" essays].</p> <ul style="list-style-type: none"> <li>* 2009 data analysis found <b>statistically significant impact of "Select Topics"</b> course: 51/59 students who took the course passed vs. 64/83 who opted out. <b>Especially effective for 3rd quartile students:</b> 8/9 3rd quartile students who took the class passed (vs. 69% expected pass for 3rd quartile).</li> </ul> <p><b>Supplemental Bar Prep Program</b> (almost everyone takes) runs concurrently to commercial bar courses. Six MBE sessions (one for each subject), three mock MBE exams. 12 profs (some full-time, some adjuncts) critique PT and essays; average of more than 7 essays each week. Very labor intensive for both students and profs!</p> <ul style="list-style-type: none"> <li>* Using data from 2011-2013 classes, <b>245/289 (85%) pass rate for those who submitted 10+ essays</b>, vs. 83/118 (<b>70%, or 15% point drop</b>) for those who submitted <b>9 or fewer</b> essays. <b>3rd quartile</b> benefit the most -- increase from 69% pre-implementation pass rate to approx. 87% in the studied period.</li> </ul> <p><b>[Note: Chapman's 3rd quartile students during period studied fell in approx. the 155-158 LSAT range -- i.e., similar to UC Hastings' current 3rd quartile]</b></p>

Title/Citation	Author(s)	School studied	Findings
<p><b>Yes We Can, Pass the Bar</b></p> <p>14 U. D.C. L.Rev. 9 (2011)</p>	<p>Derek Alphan, Tanya Washington &amp; Vincent Eagan</p>	<p>U. D.C.</p>	<p><b>14.7% difference</b> in first time bar pass rate for those who participated in <b>14-week PTEx Essay Writing Practicum</b> vs. those who did not participate. For students in the bottom half of the class, there was a 25% improvement in bar passage rates of students who took the bar skills class. Chi-squared testing found the difference to be <b>statistically significant</b>. Class is 2-unit, P/NP course taught by adjuncts in conjunction with PTEx company. Individual feedback on written essays assigned each week and in-class review of in-class writing exercises each week. Students spend most of their class time practicing essay writing under simulated exam conditions. Culminates with a final exam testing both bar essays and PT. Also includes 3-day PMBR MC course.</p> <p><b>[But note that U.D.C. student profile is significantly lower than UC Hastings -- during period studied, median LSAT was approx. 152]</b></p>
<p><b>Curriculum Design and Bar Passage: New York Law School's Experience</b></p> <p>59 J. Legal Ed. 393 (2010)</p>	<p>Donald H. Zeigler, Joanne Ingham, &amp; David Chang</p>	<p>NYLS</p>	<p><b>Comprehensive Curriculum Program</b> (Program):</p> <ul style="list-style-type: none"> <li>• First-Spring course, called “<b>Principles of Legal Analysis</b>” (Principles), intervenes to help develop those skills when first semester grades identify the students who most need assistance so that they can learn more effectively during their remaining time in law school. [See “Academic Support Interventions” above for description]</li> <li>• Students who take Principles and whose cumulative GPA places them in the bottom quartile of their section at the end of the first year must fulfill a “<b>Guided Curriculum</b>.” These students are required to take Corporations, Wills/Trusts, Individual Federal Income Tax, and New York Practice. Students in the bottom 10 percent of the day class at the end of the first year must take <b>fewer credits each semester</b> and extend their law study for an <b>additional semester</b>.</li> <li>• Program students also must take <b>New York Law in National Perspective</b> (Perspectives), which is also available as an elective to all students. The course focuses on legal rules and doctrines from core curricular courses and on writing <b>essay questions</b> similar to those on the bar exam.</li> <li>• In their final semester, all Program students must take “<b>Consolidated Legal Analysis</b>,” designed to consolidate weaker students’ grasp of fundamental analytical skills just before they graduate. It revisits many of the basic analytical skills addressed in Principles. Students analyze problems developed from materials covered in core curricular courses and write answers to questions requiring application of these doctrines to varied fact patterns, as required on the bar.</li> </ul> <p>Between 2005 and 2008, the school’s <b>bar pass rate jumped more than twenty points</b>. Improvement in the third and fourth quartiles was stunning: The third quartile rose from 61.7 percent in 2005, the last group before the Comprehensive Curriculum Program was fully implemented, to 94.3 percent in 2008. The fourth quartile rose from a 43.3 percent pass rate in 2005 to an 83.5 percent pass rate in 2008. Chi-squared testing showed a <b>significant association between students who took the Program and passing the bar exam</b>.</p>

Title/Citation	Author(s)	School studied	Findings
<p><b>Cool Data on a Hot Issue: Empirical Evidence that a Law School Bar Support Program Enhances Bar Performance</b></p> <p>5 Nevada L.J. 646 (2005)</p>	<p>Linda Jellum &amp; Emmeline Paulette Reeves</p>	<p>Richmond</p>	<p>Study of Richmond's Bar Support Program: (1) <b>Supplemental Bar Prep Course</b>: 12-week course (3 hrs/week) in student's final semester; intensive substantive review of bar-tested subjects, test-taking skills, and practice MC and essay exams; 1-2 essay Qs and 12-15 MC Qs each session. (2) <b>Individual Tutoring</b>: Runs concurrently with commercial bar review courses; once/wk meetings to go over prof. comments on practice essays.</p> <p>* Found <b>statistically significant improvement in bar pass</b> rates after implementation of program, esp. for <b>bottom quartile students (48% vs. 28%)</b>. Increase from <b>51% to 64% for all students in bottom half</b> of class. 72% of participants passed, vs. 56% for those who opted out.</p> <p><b>All students</b> are welcome to participate. ASP individually contacts fourth quartile students/encourages them to participate. Students across all quartiles participate in the program: During the four-year period studied, 48 first-quartile students, 43 second-quartile students, 60 third-quartile students, and 62 fourth-quartile students participated in individual tutoring, the bar preparation class, or both [213 out of 459 total students].</p> <p><b>[Note: Richmond's class profile is almost identical to UC Hastings' current class]</b></p>
<p><b>AALS Survey of Law Schools on Programs and Courses Designed to Enhance Bar Examination Performance</b></p> <p>52 J. Legal Educ. 453 (2002)</p>	<p>AALS Committee on Bar Admissions and Lawyer Performance &amp; Richard A. White, AALS Research Associate</p>	<p>n/a</p>	<p>Respondents described four categories of programs designed to assist students in passing the bar exam: (1) Bar prep programming designed/administered by the school; (2) Programs offered in partnership with commercial bar prep orgs; (3) Lectures on bar exam strategies; and (4) Individual mentoring/counseling programs.</p> <p>Internal assessments of the effectiveness of these various programs: "A few [respondents] attempt to compare the bar pass rates of participants in the special programs to those of graduates who choose not to participate, and they <b>tend to report a positive correlation</b>."</p> <ul style="list-style-type: none"> <li>NOTE: While 22 respondents described specific courses/programs "shown by <b>formal assessment</b> to be effective," the Journal of Legal Ed. editors omitted those descriptions.</li> <li>While 26% of respondents reported recent bar pass improvement, those successes were attributed to a number of factors apart from offering supplemental bar prep programs, including "improving general academic assistance, making students more aware of bar requirements and opportunities for preparation, increased rigor in the law school classroom, and heightened academic standards."</li> </ul> <p>AALS Committee on Bar Admissions and Lawyer Performance concluded by making the <b>following recommendations</b>:</p> <ul style="list-style-type: none"> <li>Schools should begin to prepare students for the challenge <b>early in law school</b> rather than waiting until the period just before the bar exam.</li> <li>Preparation should <b>address the various types of questions</b> that will be faced on the bar exam.</li> <li>Students should receive instruction in the <b>life skills</b> that will allow them to perform to their potential.</li> <li>Schools should explore possibilities for providing <b>financial assistance</b> to those who may not be able to afford a commercial bar prep course or to avoid working during the typical prep period.</li> <li>It is also <b>important for schools to try to measure the success of their supplemental bar prep programs</b> so that improvements can be made.</li> </ul>

Title/Citation	Author(s)	School studied	Findings
<b>Improving Bar Passage Rates for At-risk Students: Learning from Western State</b>  The Faculty Lounge blog, 8/21/14 ( <a href="http://www.thefacultylounge.org/2014/08/improving-bar-passage-rates-for-at-risk-students-learning-from-western-state.html">http://www.thefacultylounge.org/2014/08/improving-bar-passage-rates-for-at-risk-students-learning-from-western-state.html</a> )	David Frakt	Western State	<p>For-credit course called “<b>Bar Studies</b>” is one component of comprehensive approach to raising bar passage rates at Western State, which raised the rate from <b>28% to 80% in five years</b>. Frakt concludes that the <b>Bar Studies class, which was very intensive and involved many graded practice essays, was “highly effective.”</b> Measured this by comparing students who took the course against those with similar cumulative GPAs that didn’t; <b>those who took the course fared “significantly better” on the bar.</b></p> <p>Another aspect of the program was <b>contracting with BarBri to provide an enhanced bar review course tailored to Western State students</b> that provided more essay practice, more essay grading and additional one-on-one feedback from instructors to give the bar review course a more personalized feel and improve the confidence level of graduates. Frakt states that the BarBri program was “<b>demonstrably more effective</b>” than their competitors at preparing Western State students.” School provided a <b>subsidy to students who took the BarBri course.</b></p> <p><b>Foundation Law Points program:</b> Required students to earn a grade of <b>2.5 or better in a minimum of 8 courses</b> from a list of about 25 bar-tested or fundamental courses. At least 4 FLPs had to be earned in the first year, and, in order to ensure sustained effort in the upper division, students had to earn 4 more FLPs in their second or third year. Frakt explains the idea behind FLPs as follows: “When you think about it, the bar exam is basically a giant law school exam. Depending on where the state bar examiners set the cut line for passage, what is required to pass the bar is typically equivalent to between a C+ and B- level of performance in law school. Thus, a student who can consistently perform at a 2.5 level throughout law school in bar-tested courses should be able to pass the bar. The FLP program gave students the incentive to work up to their full capacity in the classes that mattered most for bar passage. It gave them an understanding of what level of effort was required to succeed in bar related subjects and most importantly, it provided them with a sense of confidence and even pride when they realized that they were capable of performing at a strong level in demanding courses.”</p> <p>There were several other elements to the program, including <b>personalized bar counseling</b>, and the <b>opportunity to retake bar-tested classes</b> in which the student had done poorly.</p> <p>Because all of the elements of the program were incorporated simultaneously, it was difficult to determine which elements of the program were most effective. Frakt posits, however, that “the key to bar passage was this: <b>sustained effort throughout law school resulting in consistent, solid performance in core/bar-tested subjects.</b> Although Western State instituted a wide variety of programs designed to increase the bar passage rate, <b>I believe the Foundation Law Points program was the single most effective one.</b>”</p>
<b>Some Thoughts on In-House Bar Prep Courses</b>  The Faculty Lounge blog, 1/22/15 ( <a href="http://www.thefacultylounge.org/2015/01/some-thoughts-on-in-house-bar-prep-courses.html">http://www.thefacultylounge.org/2015/01/some-thoughts-on-in-house-bar-prep-courses.html</a> )			

Title/Citation	Author(s)	School studied	Findings
<p><b>Review Boosts Results: Schools add bar exam class to curriculum and find success</b></p> <p>ABA Journal, April 2016 issue</p>	<p>David L. Hudson Jr.</p>	<p>Belmont &amp; Florida Int'l</p>	<p>Cites Belmont University College of Law and Florida International University College of Law as “success stories.” Belmont posted a July 2015 94% pass rate (vs. 74% overall pass rate for first-time takers in TN). FIU posted an impressive 89% passage rate (vs. statewide average of 69%).</p> <p>Hudson’s article suggests that these successes were due at least in part to a bar exam review course built into the law school curriculum. Belmont’s course contains a comprehensive writing lab, where students were required to submit answers to essay and PT questions. FIU’s “<b>U.S. Law and Procedure</b>” course is described as “one of the most progressive bar prep courses in any American law school,” designed “from the ground up to provide our students with everything they need to study effectively with their commercial bar preparation course. It covers both the MBE and the Florida side of the exam, teaches students how to study for the bar exam, and gives extensive individualized feedback on both multiple-choice questions and essays.”</p> <p>FIU also employs a “<b>Bar Exam Success Program</b>,” which partners each graduating student with an alumni or faculty mentor who supports students’ bar study until the exam. “BESP also provides students with several mock essay opportunities, extensive feedback and enrollment in an online program that provides them with licensed Multistate Bar Exam questions, coupled with an algorithm that helps them understand where to direct their efforts at improvement.”</p>

#### 4. BAR SUBJECT CURRICULUM

Title/Citation	Author(s)	School studied	Findings
Does Law School Curriculum Affect Bar Examination Passage? 57 J. Legal Educ. 224 (2007)	Douglas K. Rush & Hisako Matsuo	St. Louis U.	<b>No statistically significant relationship</b> between number of bar exam subject-matter courses taken and passing the bar exam for first, second, and fourth quartile students (and for the bottom 10%); for <b>third-quartile students (LSAT 154-157)</b> , there was a <b>very weak (but statistically significant) correlation</b> to the number of bar classes taken. But practical effect is unclear, as the mean difference in number of such courses taken was less than one course, and only 4.1% of the difference in bar pass rates can be explained by the number of bar classes taken.
[comment to a Best Practices for Legal Ed blog post July 25, 2008, ( <a href="https://bestpracticeslegal.ed.albanylawblogs.org/2008/07/25/335/">https://bestpracticeslegal.ed.albanylawblogs.org/2008/07/25/335/</a> )]	Douglas K. Rush	Hofstra	[Rush notes that he repeated his study in 2008 using data from <b>Hofstra Law School (3rd quartile = LSAT 155-158)</b> and came to <b>exact same conclusion</b> as above]
<b>Course Selection, Student Characteristics and Bar Examination Performance: The Indiana University Law School Experience</b> 27 J. Legal Educ. 127 (1975)	Douglass Boshkoff, Phillips Cutright, & Karen Cutright	Indiana	Study of Indiana bar admission rule mandating successful completion of courses in 14 subject-matter areas found that "[n]o course or group of courses had any consistent relationship to success or failure on the bar exam."



5. PREDICTING LAW SCHOOL SUCCESS

Title/Citation	Author(s)	School studied	Findings
What Predicts Law Student Success? A Longitudinal Study Correlating Law Student Applicant Data and Law School Outcomes  13 J. Empirical Legal Stud. 205 (2016)	Alexia Brunet Marks & Scott A. Moss	Case Western Reserve & Colorado	<p>Longitudinal study based on data spanning 2005 to 2011, from over 1,400 students, at two law schools, Case Western Reserve University and the University of Colorado. The study examines how data in the students' 2005–2008 law school applications correlate with their 2006–2011 grades:</p> <p>“Our results include not only new findings about how to balance LSAT and UGPA, but also the first statistical findings that college quality, major, work experience, and other variables are significant predictors of law school grades, controlling for other factors: (1) <b>LSAT predicts more weakly, and UGPA more powerfully, than commonly assumed</b>—and a high-LSAT/low-UGPA profile predicts worse than a high-UGPA/low-LSAT profile; (2) a STEM (science, technology, engineering, math) or EAF (economics, accounting, finance) major is a significant plus, akin to having three and a half to four extra LSAT points; (3) several years' work experience is a significant plus, with teaching especially positive, and military the weakest; (4) a criminal or disciplinary record is a significant minus, akin to seven and a half fewer LSAT points; and (5) long-noted gender disparities appear to have abated, but racial disparities persist.”</p>

# 2016 Bar Survey

## Part 1 – Classroom Pedagogy

<i>Law School</i>	Encourage/require profs to include bar exam-like MC/Essay Qs on final exams?	Require any regular individualized feedback, e.g., via practice tests, exam-style midterms, etc.	Use TAs/Teaching Fellows to provide individualized feedback?	Small 1L sections in doctrinal classes?	Other pedagogical innovations in doctrinal classes that may impact bar passage?
<i>Berkeley</i>	No	Small mods required to do <b>at least one writing assignment</b> . Strongly encouraged to give a midterm.	Nothing formalized.	One small mod in fall (approx. 30-35 students)	No
<i>UCLA</i>	No	1L Fall small sections required to use <b>three assessment devices</b> before Final exam	No	Yes, one small section	Lots of internal brainstorming
<i>USC</i>	No	No	Yes--on the practice exam 1Ls take ("How to Write a Good Exam" workshop)	No	No
<i>UC Davis</i>	No requirement, but trend is to do that	No requirement. Some spring 1L midterms but pretty sporadic.	Yes--Tutors give feedback on practice exams in office hours/study groups	Yes, one small section	No
<i>Loyola</i>	Not dictated but recommended	<b>One midterm</b> in one 1L class	No	No	No
<i>Pepperdine</i>	Recommend more essays; no more than half can be MC	Recommend <b>indiv. feedback</b> on exams; <b>Midterms in ALL 1L fall classes</b>	TA office hours to go over practice exams/assignments	No	No
<i>USD [TBD]</i>					
<i>Chapman</i>	Not systematic, but give "advice" on this to 1L profs.	<b>Midterms required in 1L year</b>	Weekly office hours & lead study groups	No	No
<i>Florida Int'l</i>	No	Phasing in per new ABA Standard on formative assessment	Only for "Legal Reasoning" [the first-spring ASP class]	No	No



## 2016 Bar Survey

### Part 2 – Academic Support & Success Interventions

Law School	Pre-orientation training re: legal analysis?	Orientation training re: legal analysis?	1L Fall programming re: legal analysis?	Special efforts in 1L doctrinal classes to teach legal analysis?	Special support after Fall 1L term for students struggling with legal analysis?	Special <u>upper division</u> support for students still struggling with legal analysis?	Other non-curricular efforts re: legal analysis?
Berkeley	5-day program, open to <b>40 students</b> (by application)	ASP Director does 90 min. "Law School 101"	<b>ASP Tutors</b> hold weekly small group tutorial  <b>Academic advising</b> (one-on-one)  <b>ASP workshops</b>	Many 1L profs do some formative assessment; Small mods req'd to do <b>some writing assignment</b> (most do a midterm)	<b>ASP Tutors</b> review sessions  <b>ASP Con Law</b> (optional – apply for <b>33-38 spots</b> )	A section of <b>Wills &amp; Trusts</b> and a section of <b>Crim Pro</b> [Not explicitly sold as ASP-focused, but taught that way]  <b>Lawyering as Problem Solving</b> (take all 3Ls who apply)	Lots of one-on-one advising
UCLA	No longer doing pre-O. For years, did a week-long Summer Program (40 students (by application)	<b>Law 101: Intro to Legal Analysis</b> [1-unit class, first week of classes]	<b>Academic Support Workshops</b>  <b>GAT Study Groups</b>	Small sections: expected to give <b>three different forms of assessment</b> before final exam.	<b>ASP Con Law "Section 9"</b> (limited to approx. 35 students, by application)	2L Fall: <b>ASP W&amp;T and Evidence</b> [mandatory for 2.7 or lower; strongly encouraged for 2.7-2.9; suggested for 2.9-3.1]  2L Spring: <b>ASP Remedies</b> [optional, by application only]	<b>Academic Counseling</b> w/ ASP Director and Dean of Students
USC	Partnership w/ <b>Law Previews</b> (offer 20 scholarships)	"How to brief a case" article  <b>Peer Tutors</b> lead skills development workshop	<b>Peer Tutors</b> (one for each big section) – run 3 fall <b>workshops</b> , open to all  3-part " <b>How to write a good exam</b> " series (incl. timed practice exam w/ indiv feedback)	Nothing formal	<b>ASP section of Crim law</b> (opt in, but strongly encouraged for bot. 20%)  <b>Individual counseling</b>  5-session Spring joint <b>ASP/LRW workshops</b> open to all	<b>Mandatory ASP</b> if 1L GPA < 3.0: • <b>Legal Analysis Of Evidence (2L Fall)</b> • Req'd to take <b>seven upper-division bar courses</b> • Mandatory meetings with ASP, course approval • 15 units max • must take <b>Early Bar Prep</b> workshop	<b>Peer tutors</b> do one 1L Spring <b>workshop</b> open to all  <b>First Gen Professionals Program</b>
UC Davis	None	<b>Intro to Law</b> (1 unit, concurrent w/ orientation)	<b>Tutorial Assistance</b> for <u>each</u> 1L course  TA-run <b>Academic Success Workshops</b>	Regular practice for 1L profs to give a <b>midterm</b>	<b>TA "study groups"</b> (by application; if in bottom 25%, going to get into at least 2 groups)  <b>ASP Spring workshops</b> for all	Fall 2L <b>Legal Analysis</b> (bottom 25% are "invited" to join)	<b>Academic Success Resource Center</b> study supplements  Personal <b>Academic Counseling &amp; Study Plan Assessment</b>

<i>Law School</i>	Pre-orientation training re: legal analysis?	Orientation training re: legal analysis?	1L Fall programming re: legal analysis?	Special efforts in 1L doctrinal classes to teach legal analysis?	Special support <u>after Fall 1L term</u> for students struggling with legal analysis?	Special <u>upper division</u> support for students still struggling with legal analysis?	Other non-curricular efforts re: legal analysis?
<i>Loyola</i>	"Law Previews"-style pre-O program (two weeks)	Introductory sessions on reading for class, note-taking, etc.	<b>Legal Writing And Analysis</b> (on-line, 1-unit intro to legal analysis and writing)  <b>Academic Success workshops</b> (case briefing, outlining and exam prep)	<b>One midterm</b> in one class	<b>Law and Process: Privacy Torts</b> (mandatory for 2.75 or below)	None	<b>Academic Success workshops</b> on MPRE  Other ASP interventions
<i>Pepperdine</i>	None	<b>Intro to Professional Formation</b> (one-unit, one-week program for all 1Ls)	<b>ASP Skills Workshops</b> (case briefing, note taking, outlining, etc)  <b>Teaching fellows</b> for each 1L section host weekly office hours  <b>ASP Director office hours</b> for one-on-one instruction	<b>Midterms</b> in ALL 1L fall classes  Recommend 1L faculty to provide <b>indiv. feedback</b> on midterm and final exam	<b>Law Exam Workshop</b> (optional, but strongly encouraged to GPA 2.7 or below)  • <b>No academic credit</b> • Weekly class meetings • Study groups facilitated by Teaching Fellows	<b>ASP Community Prop, Evidence and Crim Pro</b> • Target 2.7 or below; <b>req'd if on academic probation</b> (2.3) • <b>Limited enrolment of 30 students</b>	<b>Academic Success Library:</b> ASP maintains a library of support materials
<i>USD</i>	[Unknown]	<b>Intro to the Study of Law</b> (1-unit)  [NOTE: Last website listing is from 2012 – maybe has been eliminated?]	<b>ASP Study Skills Workshops &amp; Handouts:</b> Topics like "Outlining," "Final Exam Prep"  <b>ASP Fellows</b> for each 1L class hold weekly office hours  <b>ASP Study Groups:</b> Students are invited (based on a holistic admissions file review) to join study groups run by ASP Fellows.	[Unknown]	<b>Spring study groups</b> (again, led by ASP Fellows) based on fall grades  <b>Mandatory ASP:</b> 1Ls who receive <b>two or more grades of C- or a GPA of 2.3 or below</b> in fall: • Must attend <b>weekly ASP meetings</b> (incl. writing assignments) • Must get 2L schedule approved by ASP	Students with a <b>cumulative GPA of 2.8 or below</b> must take <b>Advanced Legal Writing</b> (1 unit legal analysis class)  Must also attend series of meetings with ASP director and get 2L/3L schedule approved.	<b>Individual Academic Counseling</b> with ASP Director

Law School	Pre-orientation training re: legal analysis?	Orientation training re: legal analysis?	1L Fall programming re: legal analysis?	Special efforts in 1L doctrinal classes to teach legal analysis?	Special support <u>after Fall 1L term</u> for students struggling with legal analysis?	Special <u>upper division</u> support for students still struggling with legal analysis?	Other non-curricular efforts re: legal analysis?
<i>Chapman</i>	One-week summer "Boot Camp" -- \$350 program for <b>new and prospective students</b>	ASP director does a segment in orientation re: how to do law school & messaging re: Bar exam	<b>Mentoring &amp; Workshops</b> run by ASP Director  <b>Academic Fellows</b> – assigned to all 1L courses, hold <b>office hours</b> each week. Also lead small <b>study groups</b> open to all.	[nothing concrete]	Don't do a special class here – struggling students are instead funneled into <b>weekly or bi-weekly individual meetings with ASP Director</b> (do practice Bar essays, etc.)	<b>Legal Writing Skills</b> class <b>mandatory</b> for students who received a grade <b>below 2.0 in LRW I</b> and/or II or if recommended by the LRW prof  <b>Bottom quartile</b> is required to take the <b>Bar Prep curriculum</b>  <b>Academic Fellows</b> assigned to Evidence, Con Law, Crim Pro and Corporations	No
<i>Western State</i>	[Unknown]	<b>Intro to Legal Methods:</b> One-unit introductory academic and practical skills course. Starts during orientation week and continues into fall semester.	<b>S.T.E.L.L.A.R.: Intro to Legal Methods:</b> Meets once/wk, continuation of orientation course.	[Unknown]	<b>Academic Probation</b> if below 2.0. -- must satisfy reqs of STELLAR Program  [NOTE: See "Direct Bar Passage Interventions" for description of the STELLAR courses]	<b>Academic Probation</b> if cumulative GPA < 2.0 at end of preceding semester. [Same "STELLAR" program reqs as 1L probation]  <b>Opportunity to Re-Take Bar Subject Courses:</b> A student who has completed all req'd Foundation Law Point courses [see "Bar Subject Curriculum" chart] but has failed to earn requisite # of Foundation Law Points required for graduation may retake a FLP course.	<b>Dean's Fellows</b> available to provide individual guidance and advice, indiv feedback on practice exams.  <b>Center for Student Learning</b> stocked with study aids, practice materials etc.
<i>Florida Int'l</i>	Send out a "How to Brief" article to incoming 1Ls  [unclear if this is a "Green Bag" article or something they created in-house]	Session on case briefing and intro to outlining	<b>Intro to the Study of Law:</b> Meets weekly and is coordinated with each section's doctrinal profs.  Program is <b>voluntary</b> – they get approx. 80% attendance	No	<b>Legal Reasoning</b> class for bottom 20%  <b>Academic Excellence Classes</b> (opportunities to experience mini-law school exams, set in the context of students' doctrinal classes)	2L Fall: <b>Legal Analysis of Evidence</b> (graded course for <b>bottom 20%</b> )	No

## 2016 Bar Survey

### Part 3 – Bar Subject Curriculum

<i>Law School</i>	Require some or all students to take a minimum number of bar subject courses?	Soft target re: # of bar subject courses?	Advise students of benefits of taking bar courses?	Any upper division bar subject courses especially suggested?	Have you assessed whether students who take more bar courses do better on the bar?
<i>Berkeley</i>	<b>Con Law</b> (aprox 75% take it 1L, otherwise required to take it upper division)	Soft target is <b>14 units</b> , esp. struggling students	Yes.	<b>Evidence</b> is especially suggested. Maybe <b>Crim Pro</b> .	No.
<i>UCLA</i>	2L Fall: ASP sections of <b>W&amp;T</b> and <b>Evidence</b> (mandatory for some, suggested for others) 2L Spring: <b>ASP Remedies</b> [optional; by application]	Very soft target is <b>at least 4</b> upper-division bar subject courses.	Advise students to take at least one/semester	No subject specifically pushed (other than to ASP students)	Internal study showed marginal correlation between taking 14 units of 2L/3L bar courses and bar pass. No positive correlation for more than 14.
<i>USC</i>	All students take “ <b>Con Law: Structure</b> ” 1L Fall. Can elect to take “ <b>Con Law: Rights</b> ” 1L Spring or else must take it upper division  Mandatory ASP for GPA below 3.0 [approx. bot. 20%] <b>required</b> to take <b>Corps, Community Prop, Crim Pro, First A, W&amp;T, Remedies, Evid</b>	No	Advise that “you will be much better prepared if you have taken most or all of the upper-division Bar-related courses”	<b>All</b> law students told they should take <b>Business Orgs, Crim Pro, and Evidence</b>  <b>Most</b> students should also take <b>First A, W&amp;T, Remedies</b>	Website claims that taking all the Bar subjects “ <b>significantly increases the chances of passing the bar exam</b> ” – though that claim isn’t based on a statistical study, just internal data analysis
<i>UC Davis</i>	None required	On average bottom 25% take more Bar classes, and take almost all of them.	Advise all students to take at least some.  Advise students in <b>bottom third</b> that they are in “ <b>high-risk</b> ” group & should be taking more bar courses.	Advise that at minimum take <b>Con Law II, Crim Pro, and Evidence</b>	Never noticed a big difference; and most everyone in bottom 25% take most all the Bar classes

<i>Law School</i>	Require some or all students to take a minimum number of bar subject courses?	Soft target re: # of bar subject courses?	Advise students of benefits of taking bar courses?	Any upper division bar subject courses especially suggested?	Have you assessed whether students who take more bar courses do better on the bar?
<i>Loyola</i>	<b>Con Law and Evidence</b> Any student who has a GPA of 2.75 or below after 1L must take <b>at least six Bar electives</b>	4-5 probably common	Part of “culture” that everyone should take most bar courses	Con Law and Evidence are required; ASP also pushes <b>Marital Property</b>	Haven’t yet, but plan on it
<i>Pepperdine</i>	<b>Upper Division:</b> Must complete <b>15-18 units</b> of additional Bar courses	Target is to complete <u>all</u> the req courses – 95% of students take them all	Yes	<b>Corporations, Crim Pro, Evidence, Remedies, Wills &amp; Trusts</b>	Internal tracking suggests some correlation
<i>USD</i>	Academic Supervision if GPA of 2.8 or below: must take <b>at least four courses</b> from following list: <b>Con Law II, Corps, Crim Pro, Evidence, Remedies, W&amp;T</b>			Strongly encourage <b>Con Law II, Community Prop, Corps, Crim Pro, Evidence, Remedies, UCC Sales, W&amp;T</b>	
<i>Chapman</i>	Upper div. req’d bar courses: <b>Con Law; Corps; Evidence</b> Add’l req’d bar courses if GPA below 2.6 at end of 1L: <b>Crim Pro; Remedies; W&amp;T</b>	[see req’d courses]	[see req’d courses]	Most take Crim Pro; 60% W&T, under 50% Remedies	No; thinks it’s far more about what they do in Bar Prep
<i>Western State</i>	<b>Structured curriculum includes <u>all</u> bar subjects</b>	Required	Required	Required	Internal concl. that key to bar passage is “sustained effort throughout law school resulting in consistent, solid performance in core/bar-tested subjects.”
<i>Florida Int’l</i>	Those under Academic Supervision <b>must take two Bar courses each semester</b>	None	ASP and Dean of Students give that messaging	<b>Business Orgs, Crim Pro, Evidence, W&amp;T</b>	Have looked at it, found a positive correlation but nothing statistically significant

## 2016 Bar Survey

### Part 4 – Direct Bar Passage Interventions

Law School	Bar passage director?	How/when start bar prep messaging?	Do you offer/require any portion of students to take for-credit bar prep classes?	Other bar support [e.g., summer bar prep]?	Formal programs by commercial bar cos?	Financial aid?
<i>Berkeley</i>	No	Dean of Students mentions Bar during October “3 <sup>rd</sup> day of orientation”	No req’d Bar Prep course  <b>Lawyering as Problem Solving:</b> Strategies for analyzing, prioritizing, and solving legal problems in context (incl. PTs). <b>Usually take all 3Ls who apply.</b>	No programming, but psychologist has emotional support groups	Commercial Bar cos. do brown bags for 3Ls	No; but they can get loans
<i>UCLA</i>	No, but ASP Director by default	Bar exam workshops during Spring of 3L year	No required or for-credit bar-prep courses offered  <b>Early Bird Bar Program:</b> ASP Director, in combo w/ BarBri, teaches six 3L spring bar exam workshops.	No	[See Early Bird Bar Program]	No
<i>USC</i>	No	2-hour <b>Early Bar Prep</b> workshop for 3Ls; constant messaging to Mandatory ASP students	<b>Early Bar Prep</b> workshop is required for Mandatory ASP students	No	BarBri provides the materials for Early Bar Prep workshop	No
<i>UC Davis</i>	No	ASP Director provides <b>one-on-one counseling</b> to 3Ls to design bar study plan and discuss best practices for bar exam success.  Give out Bar essays liberally starting in the 1L workshops	<b>“Critical Studies”</b> classes -- Essay class for 30 students in 3L fall; both essay and PT classes (60 students) in 3L spring  Adjuncts teach those classes  No one req’d to take, but seems to be reaching most all in bottom [probably 75 unique indivs out of 144 student class; 30 out of 37 in bottom quartile last yr]	<b>Demystifying the Bar</b> workshops/lectures on substantive law subjects, MC, writing bar exam essays and PTs, and handling time/life mgmt  <b>Summer Workshops:</b> Every 2 weeks, runs concurrently with commercial program (all invited; record them and post on internet too)  Also essay <b>review/feedback</b> -- 80 signed up this summer [split btw ASP Director and an adjunct] (up to 3 meetings per particp)	Kaplan runs the MC workshop  BarBri runs the Essay workshop	Typically 5-6 free courses as “raffle prizes” for attending workshops  Loan program

<i>Law School</i>	Bar passage director?	How/when start bar prep messaging?	Do you offer/require any portion of students to take for-credit bar prep classes?	Other bar support [e.g., summer bar prep]?	Formal programs by commercial bar cos?	Financial aid?
<i>Loyola</i>	Yes	Begin with orientation and end with bar prep programs	<b>Fundamentals of Bar Exam Writing</b> (req'd for GPA of <b>2.75 or below</b> after 1L year) <b>Bar Exam Essay Writing, Strategies And Tactics</b> (more general overview course, open to all) <b>Fundamentals Of The Bar Exam: MBE Workshop</b> (open to all)	No	No	No
<i>Pepperdine</i>	Yes	Beginning 2L year, monthly newsletters. 3L year bar exam workshop courses	<b>Bar Exam Workshop</b> course introduces all three components of the CA Bar Exam—Essays, MBE and PT. <ul style="list-style-type: none"> <li>• 2 units, <b>graded</b></li> <li>• Strongly encouraged for 2.7 &amp; below</li> </ul>	July <b>office hours</b> by profs who teach in the bar subjects <b>PT workshop</b> for anyone who wants to do a practice PT Otherwise ad hoc work w/ students who reach out—typically ~ 20 students, will review max 2 Qs each <b>Counseling Center</b> as free resource while studying for bar <b>Mindfulness</b> group	Used commercial provider for Bar Exam Workshop in past, but now it's all done in-house	No
<i>USD</i>			<b>MBE Review</b> [Req'd for students w/ cumulative GPA < 3.3 at end of 2L yr]. <b>Fundamentals of Bar Exam Writing</b> [Req'd for students who complete 2L yr w/ cumulative GPA of 2.8 or below]			
<i>Chapman</i>	Yes	Messaging starts on Day 1	<b>Select Topics in American Law</b> (essay subjects) <ul style="list-style-type: none"> <li>• Req'd for bottom 25%, but <b>open to all 3Ls</b>. Students in bottom 50% strongly encouraged.</li> </ul> <b>Legal Analysis Workshop</b> (focuses on PT) <ul style="list-style-type: none"> <li>• Req'd for bottom 25%, but <b>open to all 3Ls</b>. Students in bottom 50% are strongly encouraged to enroll. Two sections of 35 each semester.</li> </ul>	<b>Supplemental Bar Prep Program</b> <ul style="list-style-type: none"> <li>• Open to <b>all</b>, and they get <b>100% participation</b></li> <li>• Runs concurrently to commercial bar prep</li> <li>• Ongoing <b>essay critiques</b></li> <li>• <b>Mock MBEs</b></li> </ul>	No	Supp Bar Prep program is <b>free</b>

<i>Law School</i>	Bar passage director?	How/when start bar prep messaging?	Do you offer/require any portion of students to take for-credit bar prep classes?	Other bar support [e.g., summer bar prep]?	Formal programs by commercial bar cos?	Financial aid?
<i>Western State</i>	Yes	[Seems to start on Day 1]	<b>Basic Bar Studies:</b> Focuses on subject organization and essay writing for the CA Bar Exam.  <b>Solving Legal Problems:</b> Focuses on PT.  [both courses are available to all students]	<b>Contracted with BarBri</b> to provide an enhanced bar review course tailored to Western State students -- more essay practice and additional one-on-one feedback. More personalized feel.	[See previous]	[unknown]
<i>Richmond</i>			<b>Supplemental Bar Prep Course:</b> 12-week course (3 hrs/week) in student's final semester; intensive substantive review of bar-tested subjects, test-taking skills, and practice MC and essay exams.	<b>Individual Tutoring:</b> Runs concurrently with commercial bar review courses; once/wk meetings to go over professor comments on practice essays.		
<i>Florida Int'l</i>	Yes	Introduced to the concept at Orientation; then amped up in 3L programming	<b>U.S. Law and Procedure</b> (formerly known as FLAP) • 4 units, open to all 3Ls, get <b>100% participation</b> . • One day each week focuses on MBE, and the other day focuses on essays/PTs.	<b>Bar Exam Success Program</b> [Target is <b>bottom half</b> of class] • Runs concurrent to commercial bar prep. • Faculty or alumnus bar exam mentor • Bar prep workshops • Indiv feedback on practice essays	No	No
<i>Denver</i>			<b>Final-semester "Legal Analysis Strategies"</b> course [jump-start to bar review]	<b>Bar Success Program</b> runs concurrently to commercial bar review course. Team of hourly contract faculty provides systematic individual feedback and one-on-one counseling.		
<i>New York Law School</i>			Comprehensive Curriculum Program students (based on class standing) must take <b>"Consolidated Legal Analysis."</b> Revisits basic analytical skills. Students analyze problems developed from materials covered in core curricular courses			



## 2016 Bar Survey

### Part 5 – Legal Writing Training

<i>Law School</i>	<i>Adjunct or full time?</i>	<i>Structure of 1L writing classes</i>	<i>Content of 1L writing courses</i>	<i>Is moot mixed with writing?</i>	<i>Upper-division advanced legal writing classes?</i>
<i>Berkeley</i>	All are full-time Lecturers (most are long-term Lecturers in Residence)	Legal Research and Writing– FALL (2 units, not graded) Written and Oral Advocacy – SPRING (2 units, graded)	<b>Legal Research and Writing– FALL:</b> Objective memo is the final product. <b>Written and Oral Advocacy – SPRING:</b> Involves preparation of a brief for a <b>trial court motion</b> , and arguing that motion before a “judge”	See Spring WOA (includes oral argument component)	<b>Advanced Legal Writing: Writing for Litigators</b> (two sections offered Fall ‘16) <b>Advanced Legal Writing: Writing for Practice</b> (offered Fall ‘15 and Sp ‘16) <b>Appellate Advocacy</b>
<i>UCLA</i>	All are full-time Lecturers	<b>5 unit</b> , year-long course (one final grade at end of year) Meet 3 hours/wk About 25 students per sections, most profs teach 2 sections	<b>Fall:</b> First two papers are ungraded, closed universe. Third is graded, includes research Small research assignments throughout--typically write short email memos <b>Spring:</b> 2 predictive writing exercises – first is ungraded. Both are trial motions, usually MSJ	Used to have a case simulation that culminated in a mock trial, but they stopped doing that -- NO oral arg at all any more Now do a negotiation exercise	<b>Lawyering Skills Writing Advisor Seminar:</b> Required for all writing advisors in the Lawyering Skills Program (usually 5-7 students per WA, so end up w/ 50+ WA's) <b>Appellate Advocacy: Practice and Procedure</b> <b>First Amendment Amicus Brief Clinic:</b> Write (and file) friend-of-the-court briefs on behalf of nonprofits in a wide range of First A cases. (i.e., real briefs on behalf of real clients) <b>Intensive Editing Workshop:</b> Intensive practice with editing briefs, articles, memos, press release, and more.
<i>USC</i>	full-time faculty (have a “Professor of Lawyering Skills” designation)	<b>5 units</b> (3 units fall, 2 units spring)	<b>Fall:</b> Emphasis on objective legal writing, including memoranda, and researching case law through primary and secondary sources <b>Spring:</b> Development of legal research, writing, and advocacy skills. Emphasis on persuasive legal writing, including appellate briefs, and researching statutory and administrative law. Participation in a moot court program.	Yes, oral advocacy component in spring. Toward end of spring semester, students have opportunity to try out for 2L Moot Court competition team	<b>Advanced Legal Writing And Advocacy-Appellate Advocacy</b> <b>Advanced Legal Writing For Int'l Business Lawyers:</b> Simulations based on actual int'l/multinational business transactions. <b>Advanced Legal Writing For Pretrial Practice:</b> Follow case from pleading through SJ. Assignments include drafting two pretrial motions & a brief letter to opposing counsel in the context of a discovery dispute. <b>Advanced Legal Writing Practicum:</b> Focus on drafting types of documents not covered in the 1L writing curriculum. <b>Advanced Legal Writing: A Partnership With Public Counsel:</b> Students write an office memo & do variety of in-class exercises.

<i>Law School</i>	<i>Adjunct or full time?</i>	<i>Structure of 1L writing classes</i>	<i>Content of 1L writing courses</i>	<i>Is moot mixed with writing?</i>	<i>Upper-division advanced legal writing classes?</i>
<i>UC Davis</i>	Full time instructors (including two Lecturers designated as “Legal Writing Fellow”)	Legal Research & Writing I & II <b>2 units each semester</b>	<b>Legal Research &amp; Writing I:</b> Integrated legal research and writing skills course. <b>Legal Research &amp; Writing II:</b> Persuasive writing and oral advocacy. Students will draft a complaint, a strategic defense office memorandum, a motion to dismiss in federal court, and an appellate brief, with oral arguments by all students.	Students write and argue an appellate brief in the spring.	<b>Advanced Writing Project:</b> E.g., a paper, a brief, a memorandum of law, a proposed statute, a statutory scheme or set of administrative regulations (with explanatory comments), or a will or agreement (with explanatory comments). <b>Appellate Advocacy I (Moot Court):</b> Beginning instruction in oral advocacy skills and an opportunity to practice these skills in front of a moot court. <b>Appellate Advocacy II (Moot Court):</b> Participants research and write two appellate briefs and argue the cases before a moot court.
<i>Loyola</i>	Full time clinical professors, each typically teaching two writing courses per year. Most also teach other courses, especially Ethical Lawyering. There are no TAs.	LWR is two semesters, <b>two units per semester</b> Most of the topics are derived from an idea bank hosted by the Legal Research Writing Institute. More focus on developing analysis skills.	Fall semester is focused on objective writing. Two deliverables (both objective memoranda); Second semester is appellate focused. Appellate brief and oral argument.	Yes, mixed in – appellate brief and oral argument in the second semester	<b>Advanced Writing and Revision Seminar (1):</b> Participants will bring to class pieces of their own writing (or writing in progress)—draft articles, briefs, memos, writing samples, even cover letters--and will have the opportunity for one-to-one feedback to edit/revise the writing. <b>Appellate Advocacy (3)</b> <b>Legal Drafting (2):</b> Takes a civil litigation matter from beginning to end. Draft various litigation & client docs—e.g. a retainer agreement, client opinion letter, fee analysis, litigation plan; and then a complaint, answer, contract, settlement agreement, and discovery plan. <b>Civil Litigation &amp; Legal Drafting In Federal Court (2):</b> Students will receive a set of opposing legal briefs, and will be asked to distill the parties’ positions and compose an objective legal memorandum that includes legal analysis and a recommended disposition. <b>Drafting Civil Trial Documents (1):</b> Provides opportunities to draft common trial documents (jury instructions, motions in limine, trial briefs, exhibit and witness lists, and other joint statements).

Law School	Adjunct or full time?	Structure of 1L writing classes	Content of 1L writing courses	Is moot mixed with writing?	Upper-division advanced legal writing classes?
Pepperdine	Full-time contract “Assistant Prof of Legal Research & Writing”	LRW is <b>2 units each semester, graded</b> ; not integrated with doctrinal classes. Designed to equip students to strengthen their ability to research, analyze, and write. They break their 3 sections of students into 9 sub-sections.	Fall semester is dedicated to <b>objective writing</b> : students complete a closed library memo, and an open library memo. Students are also given a two-part exam consisting of a <b>Bluebook citation test</b> and a <b>multiple choice</b> section quizzing students on material covered over the course. Spring: First half of the semester is <b>pre-trial focused</b> (pleadings and motions, focus on MSJ). Second half is on <b>appellate</b> brief-writing and <b>oral argument</b> . Last two weeks of the spring semester adds another component: a <b>performance test</b> .	Yes, moot court (trial and appellate) is mixed with writing and students do make oral arguments	<b>Advanced Legal Writing (2)</b> : Various forms of legal writing that attorneys use in daily practice, e.g. formal and informal memoranda, letters, contracts, statutes, motions, pleadings, and decisions. <b>Advanced Litigation Writing (2)</b> : Experience in drafting a wide variety of documents required in civil litigation—e.g., demand letters to opposing counsel, pleadings, discovery, declarations, separate statements in support of MSJs, argument sections for procedural motions, and motions in limine. <b>Appellate Advocacy (2)</b> Draft appellate briefs and present oral arguments. <b>Honors Appellate Advocacy (2)</b> : Composition, mechanics, and advocacy style for federal appellate court briefs. <b>Ninth Circuit Appellate Advocacy Clinic (2–3)</b> : Year-long clinic. Students represent clients as court-appointed counsel in briefing and arguing appeals before the federal Ninth Circuit Court of Appeals.
USD	Five full time faculty (“Professor of Legal Writing”)	Legal Writing and Research I & II ( <b>2 units each, graded</b> ).	In the fall, students complete <b>four major writing projects</b> in addition to a number of major research assignments. The focus of the fall course is <b>predictive writing</b> . Spring: Students focus on <b>persuasive writing</b> . Students perform research, <b>write a motion, write an appellate brief, and argue their side</b> in front of a panel of “judges.”	All 1Ls are required to participate in First-Year Oral Arguments. The students argue one side of an appellate case and are judged by members of the greater legal community.	<b>Advanced Legal Writing (1)</b> : Specifically designed to help students strengthen their fundamental legal writing skills. <b>Civil Practicum (3)</b> : Hands on, practical skills course. Students will prepare interview memos, draft a term sheet, create a will, draft a complaint, write a motion to compel further discovery, argue the motion, and write a mediation brief. <b>Appellate Clinic (2)</b> : Year-long clinic. During the fall semester, students will write an opening brief; and in the spring semester students will write a reply brief and participate in oral argument.

Law School	Adjunct or full time?	Structure of 1L writing classes	Content of 1L writing courses	Is moot mixed with writing?	Upper-division advanced legal writing classes?
Chapman	Full time (“Professor” designation), plus Academic Fellows	<b>3 credits per semester; graded;</b> not integrated; class size runs 16-20	<p><b>Legal Research and Writing I (3 units):</b> Introduces students to fundamental legal reasoning, research, and writing skills in the context of objective legal documents, including client letters and memoranda of law.</p> <p><b>Legal Research and Writing II (2 units):</b> Helps students refine and further develop their analytical, writing, and research skills in the advocacy context. Students produce litigation documents including pleadings and either a pre-trial brief or an appellate brief. Two deliverables per semester.</p>	They do oral trial brief arguments at the end of the spring semester	<p><b>Legal Drafting (3):</b> Develops legal writing skills in a variety of areas not covered in a traditional 1L LRW course—e.g. draft wills, contracts, pleadings, discovery plans, discovery, closing arguments to a jury, legislation, client letters, demand letters, settlement proposals, tactical memoranda, etc.</p> <p><b>Practice-Oriented Writing Requirement (2-3 units):</b> Requires students to engage in the kind of legal writing that lawyers undertake in the practice of law. Examples of documents that likely would qualify include legal memoranda, motions, briefs, opinion letters, settlement agreements, and discovery documents that require more than standard questions.</p> <p><b>Legal Writing Skills (3):</b> Review and develop skills needed to prepare case briefs, answers to law school essay exam questions, bar exam PTs, internal memoranda, briefs and client letters. <b>Note: Any students who received a grade below 2.0 in LRW I and/or LRW II or if recommended by the LRW professors must take this course as a condition of graduation.</b></p>
Western State	Full-time	<p><b>Legal Writing &amp; Research I &amp; II:</b> Students take a year-long course that is focused on developing the practical skills lawyers use most: legal research, analysis, writing, and oral advocacy. The course also integrates professionalism. <b>6 units</b> total (3 each semester)</p>	<p><b>Fall:</b> Students draft multiple forms of legal communications, including <b>legal memoranda, court briefs, settlement letters, and professional emails.</b></p> <p><b>Spring:</b> Learn how to write <b>persuasive</b> legal documents – a <b>settlement letter, an appellate brief, and professional email.</b> Culminates in preparation of an <b>appellate brief</b> based on a fictional moot court case. For this final project, students also present a <b>10-minute oral argument.</b></p>	<p>Significant class time during spring semester is devoted to developing, organizing, and practicing <b>oral arguments.</b> Culminates in a <b>1L Moot Court Competition</b> in which every student participates.</p>	Website lists a variety of courses as “upper level writing” that sound like typical upper-division lecture classes and seminars.

## 2016 Bar Survey

### Part 6 – Assessing Efficacy of Bar Pass Interventions/Predicting Bar Passage

<i>Law School</i>	Have you consulted with external ed. theory/curricular design experts re: bar pass success?	What do you think are the key programming elements that account for your success in this area?	Are you targeting specific quartiles or populations with your interventions?	Who benefits most from the interventions (by quartile, etc.)?
<i>Berkeley</i>	Possible that has in the past asked BarBri to study their numbers	<b>1L Spring Con Law ASP</b> is most important b/c it is early intervention <b>Problem Solving</b> class has been helpful (but hasn't been studied)	Not officially, but word of mouth [Con Law ASP tends to populate with those who did most poorly in 1L fall]	No. Studying it this summer.
<i>UCLA</i>	No	Everything in ASP touches Bar pass in some way. <b>Catching them in first year is key.</b> Biggest hole in ASP programming is lack of meaningful <b>individual counseling</b> – students in the middle of the pack get left behind	Approx. bottom 25%	Bottom quartile benefits the most. More could be done to reach the third quartile students.
<i>USC</i>	No, just periodic internal data review	<b>Fall essay-writing workshop</b> and <b>first-spring ASP section of Crim Law</b> and have been immensely helpful. [See Part 2 "Academic Support Interventions" chart for descriptions] Have tried to study possible correlation between exposure to ASP and Bar pass, but too many variables to get clean data	Below 3.0 GPA, which is approx. bottom 20%	Bar pass has been up across the board since implementation of current ASP model
<i>UC Davis</i>	No	<b>One-on-one</b> is most effective. Strong correlation for bottom quartile between participation in <b>Critical Studies/summer workshops</b> and bar pass – pass rate in bottom quartile 24% higher for those who did vs. didn't do individual feedback sessions that are part of the summer workshops	Serve everyone, but additional programming targeted at bottom 25%	Has seen positive move in bar pass in bottom 25%. Seeing some predictability with slight upward trend.

<i>Law School</i>	Have you consulted with external ed. theory/curricular design experts re: bar pass success?	What do you think are the key programming elements that account for your success in this area?	Are you targeting specific quartiles or populations with your interventions?	Who benefits most from the interventions (by quartile, etc.)?
<i>Loyola</i>	No, but curriculum was designed with NYLS model in mind. [See Attachment 7 Summary of Studies]	<b>1L intervention – ASP “Privacy Torts”</b> instead of elective <b>Req’d bar classes; test-taking workshops; early Bar writing</b> req’d for bottom quartile Relationship ASP has with skills faculty is “incredible”	Bottom 25%	LLS now has 2 years of data to review but hasn’t done it yet (designed control group based on NYLS Model)
<i>Pepperdine</i>	No, just trial/error (though do read the ASP literature carefully)	Studying the data now – have tracked ASP students & students who take more Bar classes	2.7 & below – bottom 35-40%	Bar prep course is widely available – well over 50% of class take it
<i>Chapman</i>	No	<b>Bar prep programming</b> [see Mainero’s recent empirical study in Attachment 7] Cultural working relationship with faculty	Views ASP as targeted to entire student pop	roughly 92% pass rate through 3 <sup>rd</sup> quartile; 4 <sup>th</sup> quartile remains biggest challenge
<i>FIU</i>	No	“Sandwich” model of <b>early 1L intervention + late Bar Prep</b> intervention	ASP targets bottom 20%, Bar Prep program targets bottom 40%	Correlated to targeted populations

**REPORT ITEM**

1.     **REPORT BY:**                   Provost & Academic Dean Evan Lee
2.     **SUBJECT:**                   Inns of Court Program Overview
3.     **REPORT:**                   Oral Report

**ACTION ITEM**

**\*6. FINANCE COMMITTEE CONSENT CALENDAR**

The Finance Committee Meeting was held at UC Hastings in the A. Frank Bray Conference Room, San Francisco, California, on Thursday, August 11, 2016, at 9:00 a.m. By unanimous vote, the Finance Committee submits the following Consent Calendar. Anyone wishing to pull any item from the Finance Consent Calendar may request the Chair to remove the item from the Finance Consent Calendar for discussion. All items on the Finance Consent Calendar shall be approved by the Board of Directors in a single vote.



## ACTION ITEM

1. **REPORT BY:** Don Bradley
2. **SUBJECT:** 2016-17 State Budget
3. **RECOMMENDATION:**

That the Board of Directors approves the attached state budget for 2016-17.

## 4. BACKGROUND:

Fiscal detail on major elements of both the revenue and expenditure budgets for 2016-17 is detailed below.

### Revenues

- State Appropriations, General Fund – The state’s General Fund support for 2016-17 at \$11,659,000 is increasing \$1,015,000 or 10% over 2015-16. An additional \$2,000,000 General Fund has been appropriated for deferred maintenance and is detailed separately below.
- Tuition and Related Fees – The budget reflects no increase in per student tuition and fees and is based on the following enrollment assumptions, changed from December 2015 revised five-year planning model as noted. The initial plan for continuing students assumed a higher level of attrition (based on 2014-15) than the current 2016-17 budget plan using actual enrollments as of early August 2016. The first year target class was initially 300 to maintain metrics but is budgeted at 340 by end of year per current admitted student projections.

	2015-16 Midyear Revised Budget	2016-17 Initial Planning Assumptions	2016-17 Beginning Budget	2016-17 Budget - FTE Change
<b>JD Students</b>				
First Year	289.5	300.0	340.0	40.0
Second Year (including Transfers)	294.0	262.0	285.0	23.0
Third Year	297.5	279.0	290.0	11.0
Visiting	-	1.0	-	(1.0)
<b>Total JD</b>	<b>881.0</b>	<b>842.0</b>	<b>915.0</b>	<b>73.0</b>
<b>Non-JD Students</b>				
LLM, net exchange	22.2	28.5	25.5	(3.0)
MSL	5.4	8.0	2.8	(5.2)
<b>Total Non-JD</b>	<b>27.6</b>	<b>36.5</b>	<b>28.3</b>	<b>(8.2)</b>
<b>TOTAL</b>	<b>908.6</b>	<b>878.5</b>	<b>943.3</b>	<b>64.8</b>

- Non-resident Tuition – The budget assumes eleven percent of JD students or 100 FTE are non-residents paying \$6,000 tuition. In 2015-16 non-resident tuition was paid by 113.7 FTE or 13% of JD students.
- Veteran and Other Fee Waivers – The 2016-17 budget estimates 17 FTE students are veterans eligible for waiver of the \$43,486 enrollment fee for \$739,262 in foregone fee revenues. An additional amount of \$24,000 waived for the Summer Legal Institute and \$52,000 for SOAS exchange students is budgeted 2016-17. In 2015-16 there were 16 veteran fee waivers for total \$695,776, \$3,600 waived during the summer, and \$51,968 for SOAS exchange students.
- HPL Revenue Share – A new online Masters in Health Policy and Law (HPL) degree program is offered beginning 2016-17. Per the MOU between Hastings, UCSF and Berkeley Resource Center for Online Education (BRCOE) the pre-determined share of top-line revenue is 13% for Hastings, 37% for UCSF and 50% for BRCOE. 2016-17 enrollment is projected at 35 FTE paying \$41,200 for gross revenues of \$1,442,000 and Hastings' share is \$187,460. After incremental costs net revenues of \$96,000 are projected.
- Unrealized Gain/Loss on Investments – This category accounts for the change in the market value of the state fund's share the UC General Endowment Pool (GEP) and is not a budgeted item as there is no basis for a projection. In 2015-16 unrealized losses of (\$1,407,775) were recognized; in 2014-15 unrealized gains were \$1,408,222.
- Overhead Allowances – An element of the deficit reduction plan implemented 2015-16, Auxiliary Enterprises have been budgeted to contribute 12 percent of revenue or \$1,003,397 as overhead to the state, an increase of \$26,190 over 2015-16. Indirect costs allowed on federal and private grants are budgeted to contribute \$158,058 to state funds.
- Transfer from Other Funds – The 2016-17 budget reallocates \$139,350 from state plant fund reserves for special one-time expenditures:
  - \$55,000 for cyclical update of Admissions Viewbook and webpage.
  - \$35,000 for greening and sustainability consultant services, a component of the Long Range Campus Plan.
  - \$32,350 for building maintenance items including elevator maintenance evaluation, development of a project plan to improve exterior lighting on Golden Gate Avenue, and repair/refinish of the 200 McAllister wooden staircase (last addressed summer 2007).
  - \$17,000 to refresh audio-visual systems in nine seminar rooms.

### **Expenses**

- Salaries and Wages – The 2016-17 budget includes funding for employee compensation adjustments for represented employees per collective bargaining agreements and non-represented staff per Board of Directors authority granted June 2016. The 2016-17 budget reflects:
  1. An adjusted faculty salary budget of \$11,941,247 that accounts for savings from 2015-16 retirements and provides for the following changes in 2016-17:
    - a) Two new professors: 1.0 FTE tenure-track Associate Professor of Law Manoj Viswanathan and 1.0 FTE long-term contract Professor Brittany Glidden.

- b) Associate Dean for Library and Technology Camilla Tubbs, a long-term contract faculty appointment.
  - c) An allocation of \$692,993 for adjunct and Sullivan Professor wages.
  - d) A provisional allocation of \$400,000 representing that amount of the base budget not yet assigned to specific faculty appointments and available to fund faculty changes through June 2017.
  - e) Tenure and step-increases for seven professors effective July 2016.
  - f) Conversion of management positions and classification of incumbent employees to fund:
    - i. 1.0 FTE Visiting Assistant Professor supporting the Innovation Institute.
    - ii. 1.0 FTE Lecturer supporting the Center for State and Local Government Law.
  - g) Temporary shift from faculty salaries to staff salaries for Acting Chancellor and Dean and Acting Academic Dean along with a six-month augmentation of regular faculty salaries for previous incumbent.
  - h) One-time reimbursement from the Department of Justice for Professor Chimene Keitner's service, partially offsetting her annual salary.
  - i) Redirection of \$30,000 to the Career Office for the Bay Area Incubator Program, funding participation by three students.
  - j) Redirection of \$47,500 to support new programs proposed by the Associate Dean for Academic and Professional Success.
  - k) Redirection of \$65,000 to fund experiential learning externships through the UCDC Program.
2. Staffing changes, in addition to the 2.0 FTE conversion to faculty salaries, include:
- a) Consolidation of the Chief Information Officer (1.0 FTE staff) and Law Library Director (1.0 FTE faculty) into one Associate Dean for Library and Technology (1.0 FTE faculty) resulting in elimination of 1.0 FTE.
  - b) A new 1.0 FTE Associate Director for Employer Relations, converting a part-time temporary position and incumbent employee to full-time career-status.
  - c) An increase of .33 FTE to the existing part-time Media Services Technician Assistant by decreasing summer furlough and increasing academic year hours from .5 to .8 FTE.
  - d) A shift of .7 FTE from nonstate funding sources to state funds for Fiscal Services staff, recognizing increased indirect costs allocated to auxiliary enterprises and other workload shifts.
3. Compensation adjustments:
- a. Full-year funding of 2015-16 salary adjustments, the 2.5% General Salary Adjustment issued to AFSCME and AFT-Librarians represented staff effective January 2016.
  - b. General Salary Adjustment of 2.5% effective January 2017 per collective bargaining agreements with AFSCME and AFT-Librarians unions.

- c. General Salary Adjustments of 2.5% effective July 1, 2016, for non-represented career-status staff as approved at the June 2016 Board of Directors meeting.
  - d. Full-year funding for staff positions vacant on July 1, 2016, excluding those subject to the hiring freeze.
  - e. A funding pool for reclassification and market adjustments for staff positions at \$55,970 (combined with benefit allocation equals a \$75,000 total pool).
- 4. Salary savings of (\$281,000) including vacant staff positions subject to the hiring freeze (\$377,000 inclusive of benefits).
- Staff Benefits – An allocation rate of 34% has been budgeted in 2016-17 equal to the effective rate in 2015-16. Premium cost changes to health and welfare plans managed by UC will be effective January 1, 2017. No increases in UC Retirement Plan employer contribution rates are projected.
- Travel – Included here are allocations of \$3,500 to professors for research and professional development from which other categories of expenditure are allowed; the 2016-17 budget represents an increase of \$171,000 from 2015-16 faculty expense in this category. Other budgets increasing over prior year actual expenditures include: Moot Court competition travel \$22,000; academic research \$15,500; and accreditation support including the WASC site team visit \$13,000.
- Computer Software – 2016-17 expenses are projected to increase \$180,000 over 2015-16. This is primarily the result of implementing a new time reporting system (TRS) at \$175,417. Using the same web-based system as UC Irvine, TRS will allow non-exempt employees to report their hours worked and supervisors to approve online, maintain leave accrual balances and calculate overtime hours worked. A related change is non-exempt staff moving to a bi-weekly pay cycle instead of monthly. These new processes will be phased in beginning January 2017.
- Other Contract Services – In the event UC Hastings elects to substantially upgrade its security function by contracting with UCSF, \$246,000 is budgeted to cover the projected incremental direct cost; the status-quo UC Hastings security budget is distributed throughout other report categories and the 10-month cost differential is allocated here. Another significant increase in this category results from Information Technology moving the Ellucian administrative software application and data offsite to a hosted cloud service at \$152,050; this addresses system security, disaster recovery planning, and enhances system support. The Information Technology budget includes an additional increase of \$47,000 for other initiatives funded by redirecting of base budget. A one-time allocation of \$10,000 has been budgeted to repair and refinish the wooden staircase in Kane Hall.
- Financial Aid Grants – The financial aid budget for 2016-17 state accounts totals \$16,064,840 which is an increase of \$3,980,780 over 2015-16 and \$5,390,145 over 2014-15 actual expenditures. Allocations include:
  - 1) \$15,091,578 grant budget for JD students, an amount sufficient to fund the Student Aid Strategies for the Class of 2019 approved by the Board December 2015. The approved strategy was intended to result in metrics for the incoming class of LSAT 160 and GPA 3.55 with class size of 300 and grant budget of \$6,646,200 for average award of \$23,320, a 54% discount rate. The grant budget

was increased to \$6,796,448 assuming a class size of 340 and average award of \$19,850, a 46% discount rate. This increased allocation will require continuation funding for two additional years.

- 2) \$520,000 for the Loan Repayment Assistance Program (LRAP), continuing the 2015-16 base allocation.
  - 3) \$416,262 grant budget for LL.M.-International students, tuition discounts for 25.5 FTE students in addition to the exchange agreements for five FTE students included in net fee revenues.
  - 4) \$6,000 grant funding for Master of Studies in Law (MSL) students, tuition discounts budgeted for 2.75 FTE students.
  - 5) \$31,000 for International Summer Internships, awards to rising 1L and 2L students to help defray travel and living expenses while working on international issues in an unpaid position.
- Transfer to Other Funds – A two-year project to update the College’s website is budgeted in a separate account, to be funded in 2016-17 by transfer from state operations at \$376,386.

### **Summary**

#### **2016-17 Operations Budget**

Based on the projected revenues identified and assuming the approval of all proposed expenditures, an ending operating reserve with market valuation as of 6/30/17 is projected at \$15.5 million. The prior year reserve is preliminary.

Operating Revenues	\$55,072,118
Operating Expenses, without Financial Aid	(44,886,033)
Student Financial Aid	<u>(16,064,840)</u>
Net Operations	(5,878,755)
Prior Year Reserve	<u>17,091,699</u>
Projected Ending Reserve	<u>\$11,212,944</u>

#### **DEFERRED MAINTENANCE**

Included in the State Budget Act of 2016 Section 6.10 is a separate one-time \$2,000,000 General Fund allocation to Hastings to address deferred maintenance items. Funding is available for expenditure over two years and planned projects are:

#### **200 McAllister Street – Kane Hall**

- \$1,000,000 roof rehab/repairs
- \$450,000 electrical infrastructure, replace emergency generator
- \$250,000 façade access, window washing anchorage system
- \$130,000- HVAC rehab/repairs
- \$57,000 water conservation and fixture improvements

- \$42,000 water proofing

#### **198 McAllister Street – Snodgrass Hall**

- \$35,000 HVAC rehab/repairs
- \$23,000 roof rehab/repairs
- \$13,000 building infrastructure rehab/repairs, sump pump

#### **PLANT FUND RESERVE**

The Plant Fund Reserve is budgeted to end 2015-16 with a net asset balance of \$7,732,658. In 2016-17 investment income is budgeted to add \$750,000. Funding of the Long Range Campus Plan 2016-17 budget reported to the Board in June 2016 includes planned expenditure of \$242,000 from plant fund reserves. Additional uses totaling \$104,350 are budgeted. After the items below an ending state Plant Fund Reserve of \$7,426,308 is projected (market valuation at 6/30/16).

#### **Long Range Campus Plan: 200 McAllister Street – Kane Hall**

New allocations for capital project funding:

- \$62,000 for façade access and reroofing design consultant
- \$105,000 for programming and roof master plan
- \$75,000 for project management

#### **One-time Special Funding Requests – State Operations**

- \$55,000 for cyclical upgrade of the Admission Viewbook and website
- \$17,000 to upgrade and refresh audio-visual technology in nine lecture rooms
- \$12,350 for an evaluation of all campus elevator maintenance status and development of bid specifications
- \$10,000 to repair and refinish the wooden staircase in Kane Hall, last addressed summer 2007
- \$10,000 to investigate current lighting along Golden Gate Avenue and develop a budget for installation of proposed new fixtures, improving and enhancing pedestrian safety

### **5. PROPOSED RESOLUTION:**

Resolved that the Board of Directors approves the proposed state budget for 2016-17.

<b>REVENUES</b>	<b>Proposed Budget 2016-17</b>	<b>Change from 2015-16 (Prelim) to 2016-17 Budget</b>	<b>Preliminary Year-end Actual 2015-16</b>	<b>Year-end Actual 2014-15</b>
<b>State Appropriations</b>				
General Fund	11,659,000 *	10%	10,644,000	9,628,000
Lottery Fund	<u>125,000</u>	<u>-11%</u>	<u>140,243</u>	<u>113,315</u>
Total	\$ 11,784,000	9%	\$ 10,784,243	\$ 9,741,315
<b>Tuition and Related Fees</b>				
Non-resident Tuition	600,000 *	-12%	681,999	609,000
Registration Fee	39,789,690 *	4%	38,246,959	39,964,790
Veteran and Other Fee Waivers	(815,262) *	9%	(751,344)	(526,632)
LL.M. Tuition	1,211,250 *	14%	1,059,558	1,450,410
MSL Tuition	113,300 *	-45%	205,155	325,145
HPL Revenue Share	187,460 *	--	-	-
Summer Legal Institute	535,650	-13%	612,221	628,461
Other Student Fees	78,900	-2%	80,636	100,110
Forfeited Deposits	-	--	-	<u>114,294</u>
Total	\$ 41,700,988	4%	\$ 40,135,184	\$ 42,665,578
<b>Scholarly Publications</b>				
Subscription Revenues	<u>33,500</u>	<u>-66%</u>	<u>98,481</u>	<u>93,177</u>
Total	\$ 33,500	-66%	\$ 98,481	\$ 93,177
<b>Other Income</b>				
Investment Income	200,000	-8%	217,920	306,071
Realized Gain/Loss on Sale of Investments	-	-100%	18,812	-
Unrealized Gain/Loss on Investments	- *	-100%	(1,047,775)	1,408,222
Overhead Allowances	1,161,455 *	11%	1,045,064	283,972
Miscellaneous	<u>52,825</u>	<u>10%</u>	<u>48,107</u>	<u>23,474</u>
Total	\$ 1,414,280	401%	\$ 282,128	\$ 2,021,739
<b>Transfer from Other Funds</b>	\$ 139,350 *	-62%	\$ 365,781	\$ 287,975
<b>Prior Year Reserve/Beginning Fund Balance</b>	<u>\$ 17,091,699</u>	<u>-10%</u>	<u>\$ 19,005,018</u>	<u>\$ 17,806,328</u>
<b>TOTAL REVENUES &amp; RESERVES</b>	<b>\$ 72,163,817</b>	<b>2%</b>	<b>\$ 70,670,835</b>	<b>\$ 72,616,112</b>

\*See attached narrative.

<i><b>EXPENDITURES</b></i>	<b>Proposed Budget 2016-17</b>	<b>Change from 2015-16 (Prelim) to 2016-17 Budget</b>	<b>Preliminary Year-end Actual 2015-16</b>	<b>Year-end Actual 2014-15</b>
Salaries & Wages	25,199,504 *	6%	23,856,158	24,956,003
Student Wages-Regular & Work-study	531,152	34%	396,064	438,902
Staff Benefits	8,449,421 *	7%	7,933,528	41,331,166
Consultants	628,550	11%	564,254	542,252
Temporary Help (Contracted)	143,060	-57%	330,865	456,962
Employee Development & Testing	157,927	3%	153,809	107,183
Recruiting & Advertising	135,600	-1%	137,582	162,749
Audit, Legal, and Case Costs	258,515	-7%	278,877	229,529
Insurance	281,809	-1%	285,844	270,244
Printing & Copier Service	871,838	13%	773,866	892,834
Supplies	290,524	0%	290,527	269,779
Travel	776,525 *	52%	511,901	616,893
Dues & Subscriptions	229,524	-8%	249,538	162,166
Events & Entertainment	289,977	24%	233,248	212,915
Computer Software	805,042 *	29%	625,182	534,387
Data Processing	172,730	55%	111,373	104,842
Info Retrieval & Bibliography Services	181,100	6%	170,425	164,345
Books & Bindings	1,078,709	-2%	1,098,306	1,134,585
Equipment Maintenance	103,289	21%	85,117	125,876
Building Maintenance	947,805	1%	939,071	879,095
Other Contract Services	945,926 *	103%	465,375	540,795
Utilities	916,883	0%	915,523	946,646
Telephone	44,180	-34%	66,504	54,339
Mail	63,627	-1%	64,207	66,296
Misc. (Including Bank Fees)	246,489	-6%	261,795	368,056
Equipment & Improvements	146,068	20%	121,500	207,957
Space & Equipment Rental	608,873	3%	589,892	592,775
Financial Aid Grants	16,064,840 *	33%	12,084,060	10,674,695
Collection Costs	5,000	-110%	(49,300)	34,043
Transfer to Other Funds	376,386 *	1006%	34,045	3,816
<b><i>TOTAL EXPENDITURES</i></b>	<b>\$ 60,950,873</b>	<b>14%</b>	<b>\$ 53,579,136</b>	<b>\$ 87,082,125</b>

\*See attached narrative.



## **ACTION ITEM**

1. **REPORT BY:** Don Bradley
2. **SUBJECT:** 2016-17 Non-State Budget
3. **RECOMMENDATION:**

That the Board of Directors approve the attached non-state budget for 2016-17.

## **4. BACKGROUND**

This report is divided into the following categories of non-state funds:

- Restricted Funds
- Unrestricted Funds

### **RESTRICTED FUNDS**

This report includes all non-state funds having restrictions imposed upon them from external sources, such as donors or granting agencies.

#### **Overall**

On an overall basis, the net effect of planned activity is a \$1,974,789 reduction in restricted fund net assets, a function of expending grant/gift funds received in the prior year or approved spending plans that use accumulated current-use fund balances.

#### **Expenses**

- Instruction and Research, Program Support – The increase in 2016-17 program support expense compared to prior years is \$577,000 and primarily funded by grants and gifts. Included in 2016-17 and contributing to the increase is \$311,000 in NSF grant supported expenditures; \$131,000 for WorkLife Law’s Hourly Worker’s Project; \$37,000 from the Joseph Grodin Tribute fund for technology expansion of clinics; and \$32,000 for UCSF/Hastings Consortium support.
- Financial Aid, Scholarships and Fellowships – The increase in scholarship expense budgeted at \$2.3 million compared to 2015-16 awards totaling \$1.5 million is \$810,000. However, the budgetary increase from the 2015-16 allocation of \$2 million is \$295,000. Planned expenditures in 2016-17 include new retention scholarships and the increase over 2015-16 actual awards is attributed to: \$120,000 for the second year of James Sarsfield O’Neill Scholarship awards (reclassified from student loan funds by court order); \$82,000 General Scholarship; \$65,000 in scholarships funded by an

anonymous donor; \$57,650 Innovation Law Clinic scholarships; \$43,000 for the Kenneth E. Olivier '77 Scholarship Fund; \$39,960 Abascal Public Interest Fellowship; \$30,000 Percy Towne Scholarship; \$24,000 Hastings Foundation Scholarship; and \$20,000 Blum Foundation Scholarship.

- Student Organizations – Student organizations are not required to budget expenditures but actual activity is recognized at year-end.

#### **Nonoperating Revenues (Expenses)**

- Donations – The 2016-17 budget for donations reflects projected gifts from recurring or known sources and has been downwardly adjusted to account for one time donations in 2015-16. Included here are the following significant restricted gifts expected in 2016-17, amounts before deduction of the 5% gift processing fee:
  - \$250,000 pledged addition to the Kenneth E. Olivier '77 Scholarship Fund
  - 150,000 for support of the Center for WorkLife Law
  - \$181,799 for the Leon and Esther Blum Scholarship
  - \$75,000 pass-through funding of the Tony Patino Memorial Fellowship
  - \$90,000 for the Center for Gender and Refugee Studies

#### **Endowed Funds Spending Rate and Cost Recovery Surcharge**

- Endowment Spending Rate – The budget for endowed funds is based on 2015-16 payout distributions reflecting a total return spending policy permitting the expenditure of both current income and a portion of appreciation. As adopted by the Board of Directors in March 2016, the spending rate for 2016-17 is 4.0 percent calculated on the 12 quarter rolling average market value of all endowed funds (January 2013–December 2015). In 2015-16 the approved payout rate was also 4.0 percent.
- Endowment Management Cost Recovery Surcharge – A cost recovery fee with a surcharge of 35 basis points (0.35 percent) is applied to distributions from the General Endowment Pool for endowed funds. The funds recovered will be used to defray, in part, the cost of carrying out the terms of endowments and provide additional resources for the fundraising effort.

### **UNRESTRICTED FUNDS**

This report includes all non-state current-use funds that do not have restrictions imposed upon them from external sources. These funds include gifts given without restriction such as the UC Hastings Foundation support in the form of black grants for Institutional Advancement and Alumni Office operations. In addition, funds generated that support the budget of individual programs such as research centers, and conferences are also recorded here. Miscellaneous revenue sources such as classroom rental and vending machine commissions fund programs that may not have income of their own such as Student and College-wide events and administrative support funds. Designated Funds, those funds restricted as to use by the Board of Directors (e.g., Digardi Professorship, Hastings Chair, PICAP) are also categorized as unrestricted current-use funds because it is within the Board's power to remove such restrictions.

### **Overall**

On an overall basis, the net effect of planned activity is a \$681,996 reduction in unrestricted fund net assets, a function of spending accumulated current-use fund balances.

### **Expenses**

- Instruction and Research, Salaries and Benefits – The Center for WorkLife Law is projecting salaries and benefits in 2016-17 greater than 2015-16 funded by unrestricted sources. Also included are \$30,000 additional awards from the Harry and Lillian Hastings Research Chair account.
- Instruction and Research, Program Support – The Center for WorkLife Law has projected program support in 2016-17 \$98,000 greater than 2015-16 expenditures. Also included in 2016-17 is \$47,000 for Innovation Institute Research consulting services; funded by NSF grant overhead this allocation is to address grant compliance and IRB approvals.
- Institutional and Building Support, Program Support – Expenditure authority from unrestricted reserves in the Hastings Digardi Hall fund, in support of Long Range Campus Planning pre-development activities, is reduced by \$660,000; in 2015-16 \$965,780 was expended and the 2016-17 allocation is \$305,339. The 2016-17 LRCP budget presented to the Board in June 2016 includes year Hastings' share of joint development costs with UCSF (year one of two), CEQA environmental review, fundraising collateral materials, and outreach events. A new allocation of \$60,000 is budgeted in 2016-17 for travel and lodging related to the search for Chancellor and Dean. A budgetary reduction of \$126,000 is reflected in Institutional Advancement, primarily the result of one-time recruitment expense in 2015-16 at \$70,000 and planned reduction of \$44,000 in printing expense.

### **Nonoperating Revenues (Expenses)**

- Donations – The UC Hastings Foundation budget includes block grants to the College reflecting annual transfers of unrestricted gift revenues. The Foundation's 2016-17 block grants total \$907,000 for Alumni Office, Institutional Advancement, administrative and other support; this amount is increased by \$151,000 from \$756,000 in 2015-16. The 2016-17 budget has been reduced by one-time gifts received in 2015-16.
- Unrealized Gain/Loss on Investments – This category accounts for the change in the market value of the nonstate unrestricted fund's share of UC General Endowment and is not a budgeted item as there is no basis for a projection.

## **5. PROPOSED RESOLUTION**

That the Board of Directors approve the attached non-state budget for 2016-17.

HASTINGS COLLEGE OF THE LAW  
**Non-State Budget, Restricted Funds**  
**2016-17 Proposed Budget**

	<b>Proposed Budget 2016-17</b>	<b>Preliminary Year-end Actual 2015-16</b>	<b>Change from 2015-16 Prelim to 2016-17 Budget</b>	<b>Year-end Actual 2014-15</b>
<b>REVENUES</b>				
Grants and Contracts	\$ 2,101,256	\$ 1,859,622	13%	\$ 1,277,935
Other Income	180,735	254,077	-29%	62,532
<b>TOTAL OPERATING REVENUES</b>	<b>\$ 2,281,991</b>	<b>\$ 2,113,699</b>	<b>8%</b>	<b>\$ 1,340,467</b>
<b>EXPENSES</b>				
Instruction and Research				
Salaries and Benefits	1,789,043	1,907,555	-6%	1,602,905
Program Support	1,101,162 *	544,164	102%	565,036
Public and Professional Services				
Salaries and Benefits	181,291	177,256	2%	173,109
Program Support	74,561	30,080	148%	67,694
Academic Support				
Salaries and Benefits	-	-	--	-
Program Support	-	-	--	-
Student Services				
Salaries and Benefits	7,220	94	7597%	-
Program Support	71,020	6,385	1012%	5,605
Institutional and Building Support				
Salaries and Benefits	1,500	-	--	37,671
Program Support	56,981	6,994	715%	9,073
Financial Aid				
Salaries and Benefits	117,500	97,851	20%	97,446
Program Support	6,012	4,312	39%	32,781
Administrative Overhead	127,500	167,224	-24%	106,068
Scholarships and Fellowships	2,295,308 *	1,485,793	54%	1,308,989
Student Organizations	- *	126,450	-100%	166,918
<b>TOTAL OPERATINGEXPENSES</b>	<b>\$ 5,829,098</b>	<b>\$ 4,554,158</b>	<b>28%</b>	<b>\$ 4,173,294</b>
<b>NET OPERATIONS</b>	<b>\$ (3,547,107)</b>	<b>\$ (2,440,459)</b>	<b>45%</b>	<b>\$ (2,832,827)</b>
<b>NONOPERATING REVENUES (EXPENSES)</b>				
Donations	\$ 764,584 *	\$ 1,836,723	-58%	\$ 1,782,710
Investment Income	8,000	8,503	-6%	12,605
Endowment Payout	994,734 *	1,004,888	-1%	911,383
Realized Gain/Loss on Sale of Investments	-	418	-100%	(137)
Unrealized Gain/Loss on Investments	-	(32,668)	-100%	43,986
Net Transfers to/from Other Funds	(195,000)	36,190	-639%	1,964,761
<b>TOTAL NONOPERATING REVENUES (EXPENSES)</b>	<b>\$ 1,572,318</b>	<b>\$ 2,854,054</b>	<b>-45%</b>	<b>\$ 4,715,309</b>
<b>TOTAL CHANGE IN NET ASSETS</b>	<b>\$ (1,974,789)</b>	<b>\$ 413,595</b>	<b>-577%</b>	<b>\$ 1,882,481</b>

\*See attached narrative.

HASTINGS COLLEGE OF THE LAW  
**Non-State Budget, Unrestricted Funds**  
**2016-17 Proposed Budget**

	<b>Proposed Budget 2016-17</b>	<b>Preliminary Year-end Actual 2015-16</b>	<b>Change from 2015-16 Prelim to 2016-17 Budget</b>	<b>Year-end Actual 2014-15</b>
<b>REVENUES</b>				
Dues/Memberships	\$ 200,000	\$ 265,975	-25%	\$ 197,500
Fees	214,312	233,821	-8%	432,283
Other Income	288,893	372,541	-22%	294,801
Overhead Allowances	178,204	170,492	5%	112,920
<b>TOTAL OPERATING REVENUES</b>	<b>\$ 881,409</b>	<b>\$ 1,042,830</b>	<b>-15%</b>	<b>\$ 1,037,503</b>
<b>EXPENSES</b>				
Instruction and Research				
Salaries and Benefits	476,252 *	323,139	47%	219,091
Program Support	505,284 *	356,986	42%	305,592
Public and Professional Services				
Salaries and Benefits	1,000	-	--	-
Program Support	18,550	20,836	-11%	8,299
Academic Support				
Salaries and Benefits	11,500	1,700	576%	10,000
Program Support	72,276	54,389	33%	88,932
Student Services				
Salaries and Benefits	-	-	--	64,659
Program Support	111,706	121,461	-8%	166,680
Institutional and Building Support				
Salaries and Benefits	808,185	809,443	0%	759,606
Program Support	1,137,074 *	1,819,267	-37%	1,010,654
Financial Aid				
Scholarships and Fellowships	68,130	109,257	-38%	55,176
Program Support	4,105	4,105	0%	3,687
<b>TOTAL OPERATING EXPENSES</b>	<b>\$ 3,214,062</b>	<b>\$ 3,620,583</b>	<b>-11%</b>	<b>\$ 2,692,376</b>
<b>NET OPERATIONS</b>	<b>\$ (2,332,653)</b>	<b>\$ (2,577,753)</b>	<b>-10%</b>	<b>\$ (1,654,873)</b>
<b>NONOPERATING REVENUES (EXPENSES)</b>				
UCH Foundation Grants and Other Donations	1,074,500 *	969,680	11%	1,147,627
Investment Income	50,450	60,222	-16%	86,057
Endowment Payout	241,801	241,801	0%	217,694
Endowment Management Fee	88,906	88,906	0%	80,098
Realized Gain/Loss on Sale of Investments	-	5,481	--	-
Unrealized Gain/Loss on Investments	- *	(299,964)	-100%	414,263
Net Transfers to/from Other Funds	195,000	206,979	-6%	(34,232)
<b>TOTAL NONOPERATING REVENUES (EXPENSES)</b>	<b>\$ 1,650,657</b>	<b>\$ 1,273,106</b>	<b>30%</b>	<b>\$ 1,911,506</b>
<b>TOTAL CHANGE IN NET ASSETS</b>	<b>\$ (681,996)</b>	<b>\$ (1,304,647)</b>	<b>-48%</b>	<b>\$ 256,633</b>

\*See attached narrative.

## **ACTION ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** Auxiliary Enterprises Budget Changes - 2016-17
- 3. RECOMMENDATION:**

That the Board of Directors approve the budget changes described below.

### **4. BACKGROUND:**

The annual budget for the College's auxiliary enterprises is considered by the Board of Directors at its June meeting. Requested is authority to amend the 2016-17 budget for the following items:

#### **6.3.1 McAllister Tower – Skyroom – Interior Finishes Renewal \$100,000**

The Skyroom is in need of renewal of its finishes, carpeting and fixtures. Since its development in 1999, only periodic painting and carpet replacement has been effectuated. This proposal would upgrade interior finishes, light fixtures, bar refrigerators, replacement of table tops, and artwork wall panels. Interior finishes to include paint to existing walls and trim, new wall panel wainscots, new carpet tile, and paint to existing ceilings. Electrical includes replacement of existing light fixtures in existing locations using existing wiring and controls. Equipment includes new under counter bar refrigerators and caps to existing bar countertop.

#### **6.3.2 McAllister Tower – Elevator Cab Renewal \$80,000**

The interiors of the four elevator cabs supporting vertical transportation at McAllister Tower are in need up replacement. New wall panels, ceiling grids and flooring would be installed.

#### **6.3.3 Parking Garage – Special Maintenance \$30,000**

The stairway treads for the two staircases located at the Parking Garage have become worn and need replacement.

### **5. PROPOSED RESOLUTION:**

That the Board of Directors approve revising the 2016-17 auxiliary enterprise budget as described below:

- \* 6.3.1 McAllister Tower – Skyroom – Interior Finishes Renewal \$100,000
- \* 6.3.2 McAllister Tower – Elevator Cab Renewal \$80,000

*	6.3.3	Parking Garage – Special Maintenance	\$30,000
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## **ACTION ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** State Contracts in Excess of \$50,000
- 3. RECOMMENDATION:**

That the Board of Directors authorize award of the 2016-17 state contracts described in this report.

---

**Item:** 6.4.1

**Title:** Kane Hall – Master Planning  
**Vendor Name:** MKThink  
**Cost:** \$104,570  
**Term of Contract:** One-year

### **Description:**

Contract authority is requested to enter into an agreement with MKThink to provide strategic services for the Programming and Planning Phases of Kane Hall, specifically assessing potential reconfiguration of floors 1 & 2, and the roof master plan at 200 McAllister.

Relocation of existing functions on the 1st and 2nd floors of 200 McAllister will take into consideration optimized use of floor plates and organizational efficiencies by promoting programmatic adjacencies as the College looks to implement the Long Range Campus Plan. In addition, the roof of Kane Hall provides significant opportunity for programmable outdoor space, enabled by the future connection to the upper level of the new 333 Golden Gate Avenue building. The scope of work includes the development of a program and conceptual plan for the 200 McAllister roof, and conduct a feasibility assessment to determine the level of effort required to accommodate the desired functionality

Further, MKThink will be tasked with consolidating and merging various planning documents to create the penultimate Long Range Campus plan document for external distribution along with the annual updated Five Year Infrastructure Plan required by the Department of Finance.

---

**Item:** 6.4.2

**Title:** Software & Information Technology  
**Vendor Name:** Simplr  
**Cost:** \$93,600  
**Term of Contract:** Renewal of existing agreement (three year term)



**Description:**

Contract authority is requested to enter into an agreement with Simpplr for the providing a cloud-based social intranet. Simpplr is a third-party application that works in conjunction with the Salesforce platform already in place. Simpplr will provide content management and integrate with the College's single sign-on requirements.

---

**Item:** 6.4.3

**Title:** Graphics Design

**Vendor Name:** Mortar

**Cost:** \$75,000

**Term of Contract:** One-time engagement

**Description:**

Contract authority is requested to enter into an agreement with Mortar for professional services related to an institutional branding initiative. Mortar will be called on to design campaign assets, a style guide, refreshed street pole banners, and refreshed street pole banner digital extensions. The initiative is designed to build student pride and institutional prominence.

---

**Item:** 6.4.4

**Title:** Sign Language Interpreter Service

**Vendor Name:** Partners In Communication

**Cost:** \$75,000

**Term of Contract:** One-time engagement

**Description:**

Contract authority is requested to enter into an agreement with Partners In Communication for providing sign language interpretation services required by the college and coordinated through the Disabilities Resource Program (DRP), as needed for classes, seminars and other events. The engagement is for the academic year.

---

**4. PROPOSED RESOLUTION:**

That the Board of Directors authorize award of the 2016-17 state contracts listed below:

6.4.1	Kane Hall Master Planning - MKThink	\$104,570
6.4.2	Software & Information Technology - Simplr	\$93,600
6.4.3	Graphics Design – Mortar	\$75,000
6.4.4	Sign Language Interpreter Services – Partners in Communications	\$75,000

## **ACTION ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** Nonstate Contracts in Excess of \$50,000
- 3. RECOMMENDATIONS:**

That the Board of Directors authorize acceptance of the 2016-17 nonstate grants and contracts described in this report.

---

## **4. BACKGROUND:**

Under Section 100.4 of the Standing Orders, Duties of the Chancellor and Dean, the Chancellor and Dean is “authorized to execute on behalf of the College all contracts and other documents necessary to solicit and accept pledges, gifts, and grants”. The full text of this section is attached. This item is intended to address reporting and approval requirements to the Board of Directors as directed by the Standing Orders.

**Item:** 6.5.1

**Title:** Center for Gender and Refugee Studies – Research Grant  
**Grantor:** National Science Foundation  
**Grant Award:** \$185,998  
**Term:** Multi-year

### **Description:**

The National Science Foundation awarded a grant of \$60,000 to UC Hastings in February 2016 to support a project entitled "Collaborative Research: How Do U.S. Immigration Courts Decide Gender-based Asylum Cases" under the direction of Prof. Karen Musalo. This award is expected to total \$185,998.

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**Item:** 6.5.2

**Title:** Institute for Innovation Law – Research Grant  
**Grantor:** National Science Foundation  
**Grant Award:** \$387,324  
**Term:** Two year

### **Description:**

The National Science Foundation awarded a grant of \$387,324 to UC Hastings in April 2016 to support a project entitled "Patent Licensing, Technology Transfer, and Innovation" under the direction of Prof. Robin Feldman. The purpose of the grant is to conduct a national survey to

measure the impact of non-practicing entities — patent-holding entities that do not make any products but sue or threaten others with patent infringement — on the patent system.

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**Item:** 6.5.3

**Title:** Institute for Innovation Law – Research Grant

**Vendor:** Indiana University Center for Survey Research

**Grant Award:** \$188,285

**Term:** Two year

**Description:**

Contract authority is requested to enter into an agreement with Indiana University Center for Survey Research. The scope of work includes \$60,077 for survey development, including experimental pre-tests and cognitive interviews to design the survey; \$86,286 will be required for data collection; and \$41,922 is allocated for post-data collection analysis, which includes producing a methodology report, weighting and nonresponse analysis, as well as archiving.

**4. PROPOSED RESOLUTION:**

That the Board of Directors authorize acceptance of the following grants:

6.5.1	Center for Gender and Refugee Studies – Research Grant – NSF	\$185,998
6.5.2	Institute for Innovation Law – Research Grant – NSF	\$387,324
6.5.3	Institute for Innovation Law – Indiana University	\$188,285

## **ACTION ITEM**

- 1. REPORT BY:** David Seward
- 2. SUBJECT:** State Contracts in Excess of \$50,000

### **3. RECOMMENDATIONS:**

That the Board of Directors authorize award of the 2016-17 state contracts described in this report.

---

**Item:** 7.1.2  
**Title:** Software – Enterprise Resource Planning (ERP) Systems  
**Vendor Name:** Ellucian Colleague  
**Cost:** \$152,000 Annually  
**Term of Contract:** Three Years

#### **Description:**

Requested is contract authority to renew a license agreement with Ellucian Colleague which functions as the school's ERP system, a fully integrated student management system that provides access to the student enrollment management, financial aid, student records and financial general ledger systems.

---

**Item:** 7.1.3  
**Title:** Project Management Services - LRCP  
**Vendor Name:** TBD - Selection Process Underway  
**Cost:** \$75,000 (Budgeted)  
**Term of Contract:** One year

#### **Description:**

A Request for Proposal has been issued for Project Management services to execute a package of infrastructure projects under the Long Range Campus Plan (LRCP) consisting of deferred maintenance and tenant improvement projects for Kane Hall at 200 McAllister and to a lesser extent, Snodgrass Hall at 198 McAllister. Projects include the following:

- Façade access upgrade: Installation of facade access anchors on the roof to enable maintenance of the building exterior and window washing.
- Roof replacement: The roof of 200 McAllister leaks during heavy rains; it needs to be replaced.
- Roof decking and master plan: A roof master plan is being developed; coordinate preparation of specification suitable for public bidding.

- Future solar installation implementation: Incorporate penthouse deployment of photovoltaic array in solar master planning.
  - Electrical infrastructure: The emergency generator supporting 200 McAllister is undersized and dates back to 1979 and needs replacement.
  - Dining Commons: Replacement of existing cooking exhaust duct with code-compliant assembly in 200 McAllister Dining Commons.
  - Kane Hall - 6th Floor Re-configuration: Reconfiguration of existing 6th floor former Library space for classroom, office and research center use.
  - Ground Floor Re-configuration (200 McAllister): Reconfiguration of former bookstore and student services areas to achieve operational efficiencies and enhanced functionality.
  - Other Tenant Improvements: Improvements to the interior and exterior lobby including a donor wall.
- 

**Item:** 7.1.4  
**Title:** Database Licensing  
**Vendor Name:** Westlaw LexisNexis  
**Cost:** \$65,000  
**Term of Contract:** One year

**Description:**

Contract authorization is requested to enter into an agreement with Westlaw for the College's annual subscription to the LexisNexis educational database. This is an ongoing subscription for the Law Library. The college has provided this database to students for years. The library wishes to continue providing this normal and typical service expected by law students.

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**Item:** 7.1.5  
**Title:** Database Licensing  
**Vendor Name:** West LMA/Thomson Reuters  
**Cost:** \$57,000  
**Term of Contract:** One year

**Description:**

Contract authorization is requested to enter into an agreement with West LMA/Thomson Reuters for the college's annual subscription to the West LMA/Thomson Reuters educational database. This is an ongoing subscription for the Law Library. The college has provided this database to students for years. The library wishes to continue providing this normal and typical service expected by law students.

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Contract authorization is requested to enter into an agreement with Westlaw for the College's annual subscription to the LexisNexis educational database. This is an ongoing subscription for

the Law Library. The college has provided this database to students for years. The library wishes to continue providing this normal and typical service expected by law students.

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**Item:** 7.1.6  
**Title:** Space Planning  
**Vendor Name:** MkThink  
**Cost:** \$60,910 (Total Contract - \$165,480)  
**Term of Contract:** One year

**Description:**

At its August 2016 Finance Committee meeting, authority was requested to enter into an agreement with MKThink to provide planning services for the Programming and Planning Phases of Kane Hall, specifically assessing potential reconfiguration of floors 1 & 2, and the roof master plan at 200 McAllister. Also, work related to consolidating and merging various planning documents to create the penultimate Long Range Campus Plan for external distribution along with the annual updated Five Year Infrastructure Plan required by the Department of Finance. Contract authority was granted for \$104,570.

Additional scope of work totaling \$60,910 is needed as new scope has since been added to the engagement. Specifically:

\$17,960	Programming analysis needed to identify space needed for to-be relocated academic functionality at 50 Hyde Street Annex.
\$42,950	Added scope related to the evaluation of the 2 <sup>nd</sup> and 3 <sup>rd</sup> floors of Kane Hall for reconfiguration and its integration into broader plan, stakeholder engagement, and the recommended relocation of departments not being housed in the new 333 Golden Gate Avenue building.

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**4. PROPOSED RESOLUTION:**

That the Board of Directors authorize award of the 2016-17 state contracts listed below.

7.1.2	Software Licensing– Ellucian Colleague – ERP Systems	\$152,000 (annually)
7.1.3	Project Management Services – To Be Determined - LRCP	\$75,000 (budgeted)
7.1.4	Database Licensing – Westlaw LexisNexis – Library	\$65,000
7.1.5	Database Licensing – Thomson Reuters/West – Library	\$57,000
7.1.6	Space Planning – Kane Hall – LRCP	\$60,910

## **ACTION ITEM**

- 1. REPORT BY:** David Seward
- 2. SUBJECT:** Nonstate Contracts in Excess of \$50,000
- 3. RECOMMENDATIONS:**

That the Board of Directors authorize acceptance of the 2016-17 nonstate grants and contracts described in this report.

## **4. BACKGROUND:**

Under Section 100.4 of the Standing Orders, Duties of the Chancellor and Dean, the Chancellor and Dean is “authorized to execute on behalf of the College all contracts and other documents necessary to solicit and accept pledges, gifts, and grants”. The full text of this section is attached. This item is intended to address reporting and approval requirements to the Board of Directors as directed by the Standing Orders.

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<b>Item:</b>	7.2.1
<b>Title:</b>	UCSF/UC Hastings Consortium on Law, Science and Health Policy Research Sub-award Agreement – UCSF – Prepare Multistate Directive Process
<b>Grantor:</b>	Regents of the University of California on behalf of UCSF
<b>Grant Award:</b>	\$91,279
<b>Term:</b>	One year

### **Description:**

Contract authority is requested to enter into a sub-award agreement with UCSF to support a research project for a program titled “Integration of Easy-to-Read, Culturally Appropriate, Evidence-Based Advance Directives for all US States.” The overall project is being funded by a grant from the Gordon and Betty Moore Foundation to UCSF. This award is expected to total \$91,279.

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## **4. PROPOSED RESOLUTION:**

That the Board of Directors authorize acceptance of the following sub-award agreement:

7.2.1 Research Sub-award Agreement – UCSF – Prepare Multistate Directive Process	\$91,279
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## **ACTION ITEM**

- 1. REPORT BY:** David Seward
- 2. SUBJECT:** Nonstate Budget Changes - 2016-17
- 3. RECOMMENDATION:**

That the Board of Directors approve the nonstate budget changes described below.

### **4. BACKGROUND:**

The annual budget for the College is considered by the Board of Directors at its September meeting. Requested is authority to amend the 2016-17 budget for the following items:

#### **7.3.1 333 Golden Gate Avenue Project – Fund Transfer to DGS \$100,000**

The Budget Acts of 2015 and 2016 authorized the College the augment funds appropriated by the State of California with privately donated, nonstate funding. To-date, \$2.025 million in cash, pledges and commitments have been raised for capital costs; actual cash as of September 7, 2016 is \$291,321. Requested is authority to transfer \$100,000 to the State Controller's Office Architectural Revolving Fund for architectural and engineering services to be provide by Ratcliff Architects related to integration of existing open space, the Quad, outside the Law Café with the 333 Golden Gate Avenue building.

#### **7.3.2 333 Golden Gate Avenue – Programming, Soils Testing & Planning \$123,000**

An allocation of \$73,000 is requested to close-out prior year activities associated with the 333 Golden Gate Avenue project from the Hastings-Digardi-Hall nonstate unrestricted fund. Of this amount, \$40,349 represents expenses applied in error to this nonstate account that should have been charged to a state-funded renovation account (i.e., Kane Hall fourth floor training and media services improvements). At 2014-15 year end close, reverted to state reserves was \$73,825 in state funding in that project account.

Additionally, an allocation of \$50,000 is being requested to conduct additional environmental services at the 333 Golden Gate site. Additional borings will be conducted to develop a cost estimate to quantify the probable cost to remove to remediate lead and groundwater conditions identified in the TRC "Limited Phase II Investigation Report" dated April 20, 2016. This information will allow for more competitive and accurate pricing from prospective bidders.



**5. PROPOSED RESOLUTION:**

That the Board of Directors approves revising the 2016-17 nonstate budgets as described below:

- |        |   |           |
|--------|---|-----------|
| *7.3.1 | 333 Golden Gate Avenue Project – Fund Transfer to DGS   | \$100,000 |
|        | Source: Building UC Hastings Fund                       |           |
| *7.3.2 | 333 Golden Gate Avenue – Programming, Planning and CEQA | \$123,000 |
|        | Source: Hastings-Digardi-Hall Fund                      |           |

## ACTION ITEM

1. **REPORT BY:** David Seward
2. **SUBJECT:** State Budget Changes - 2016-17
3. **RECOMMENDATION:**

That the Board of Directors approve the state budget changes described below.

## 4. BACKGROUND:

The annual budget for the College is considered by the Board of Directors at its September meeting. Requested is authority to amend the 2016-17 budget for the following items:

### 7.4.1 Settlement Costs: Public Safety Officers Association And Non-represented Staff **\$392,334**

Budget authority is requested to modify the 2016-17 state budget plan to incorporate costs associated with transition to the UCSF PD resulting from collective bargaining with represented employees and the extension of the negotiating principles to non-represented adversely impacted by the change-over. These costs are summarized below:

	<b>Pay In Lieu of Notice of Lay-off</b>	<b>Accrued Leave Balances</b>	<b>Severance Pay</b>	<b>Total</b>
PSOA	51,064	30,781	187,968	\$269,813
Non-represented	28,613	18,090	47,935	94,639
Employer Payroll Tax	<u>6,095</u>	<u>3,739</u>	<u>18,047</u>	<u>27,881</u>
<i>Total</i>	85,773	52,611	253,950	392,334

### 7.4.2 Long Range Campus Plan **\$110,910**

An allocation of \$60,480 is being requested to fund additional scope of work for planning. This amount is necessary to fund additional scope of work as plans for the future of the 50 Hyde Street Annex and Kane Hall evolve. Specifically, \$17,960 for programming analysis needed to identify space requirements for to-be relocated academic functions now located at the 50 Hyde Street Annex and \$42,950 for added scope related to the evaluation of the 2nd and 3<sup>rd</sup> floors of Kane Hall for reconfiguration and its integration into broader plan, stakeholder engagement, and the recommended relocation of departments not being housed in the new 333 Golden Gate Avenue building. Additionally, \$50,000 is requested to function as a contingency reserve.

**5. PROPOSED RESOLUTION:**

That the Board of Directors approves revising the 2016-17 nonstate budgets as described below:

- |        |   |           |
|--------|---|-----------|
| *7.4.1 | Settlement Costs: Public Safety Officers Association<br>and Non-represented Staff | \$392,334 |
|        | Source: State Operating Reserve   |           |
| *7.4.2 | Long Range Campus Plan  | \$110,910 |
|        | Source: State Plant Fund Reserve  |           |

UC Hastings College of the Law  
Long Range Campus Plan - 2016-2017 Budget

7-Sep-16

Function	Consultant/Vendor	Total Budget	State Plant Fund Reserve	Nonstate (Hastings-Digardi-Hall)	State Deferred Maintenance	Building UC Hastings Fund
A. Environmental Review (CEQA)						
1) Legal Services	Reuben Junius & Rose LLP	25,000	-	25,000	-	-
2) Environmental	TRC Solutions, Inc.	75,000	-	75,000	-	-
3) Miscellaneous		5,000	-	5,000	-	-
<b>Subtotal - Environmental Review (CEQA)</b>		<b>105,000</b>	-	<b>105,000</b>	-	-
B. 200 McAllister Street - Kane Hall						
1) Façade Access & Reroofing - Design	McGinnis Chenn	62,000	62,000	-	-	-
2) Programming and Master Planning	MKThink & Ratcliff	338,480	165,480	73,000	-	100,000
3) Project Management	TBD	75,000	75,000	-	-	-
4) Construction						
a. Façade Access (Anchorages)	Scaffold Insp. & Testing Co.	250,000	-	-	250,000	-
b. Emergency Generator Replacement	TBD	450,000	-	-	450,000	-
c. Structural - Skybridge	TBD	-	-	-	-	-
d. Reroofing and Waterproofing	TBD	1,042,000	-	-	1,042,000	-
e. 6th Floor Research Centers	TBD	-	-	-	-	-
f. Contingency Reserve	TBD	50,000	50,000	-	-	-
<b>Subtotal - 200 McAllister Street - Kane Hall</b>		<b>2,267,480</b>	<b>352,480</b>	<b>73,000</b>	<b>1,742,000</b>	<b>100,000</b>
C. Outreach & Community Affairs						
1) Events & Miscellaneous		20,000	-	20,000	-	-
<b>Subtotal - Outreach &amp; Community Affairs</b>		<b>23,000</b>	-	<b>23,000</b>	-	-
D. Fundraising - Collateral Materials						
1) Web and Collateral Promotional Material	Barbary Coast	30,000	-	30,000	-	-
2) Donor Recognition /Naming Plan	Propp+Guerrin	36,000	-	36,000	-	-
3) Miscellaneous		5,000	-	5,000	-	-
<b>Subtotal - Fundraising - Collateral Materials</b>		<b>71,000</b>	-	<b>71,000</b>	-	-
E. Greening & Sustainability	Kasey Asberry	35,000	35,000	-	-	-
<b>Subtotal - Greening &amp; Sustainability</b>		<b>35,000</b>	<b>35,000</b>	-	-	-
F. Student Housing Joint Venture						
1) Legal Services (UC Hastings)		-	-	-	-	-
2) Financial Advisor	Public Financial Mngt, Inc.	25,000	-	25,000	-	-
3) Miscellaneous (Incl. Structural Engineer)		5,000	-	5,000	-	-
4) UC Hastings 50% Share of Joint Development Costs with UCSF*		299,000	-	299,000	-	-
<b>Subtotal - Student Housing Joint Venture</b>		<b>329,000</b>	-	<b>329,000</b>	-	-
<b>Total UC Hastings Long Range Campus Plan 2016-2017 Budget</b>		<b>\$ 2,830,480</b>	<b>\$ 387,480</b>	<b>\$ 601,000</b>	<b>\$ 1,742,000</b>	<b>\$ 100,000</b>

NOTE:

\* Figure represents UC Hastings funding commitment for a two-year period coinciding with the term of the Predevelopment Agreement.

# UC Hastings

3-Jun-16

## Long Range Campus Plan

Budget: July 1, 2016 - June 30, 2018

### UCSF & UC Hastings Campus Housing

Function		Two-Year Budget		
A.	Economic Consulting & Real Estate	\$	120,000	
B.	Legal Services	\$	100,000	
C.	Program Management	\$	100,000	
D.	Planning for Design	\$	50,000	
E.	Peer Review Group	\$	75,000	
F.	Structural Engineer	\$	75,000	
Sub Total		\$	520,000	
G.	Contingency / Other (15%)	\$	78,000	
Total		\$	598,000	
UCSF		\$	299,000	50%
UC Hastings		\$	299,000	50%

## **ACTION ITEM**

- 1. REPORT BY:** David Seward
- 2. SUBJECT:** Update of Five Year Infrastructure Plan
- 3. RECOMMENDATION:**

That the Board of Directors approve submittal of the College's Five-Year Infrastructure Plan 2017-2022 to the Department of Finance.

### **4. BACKGROUND:**

Since 1999, the California Infrastructure Planning Act has required the Governor to submit to the Legislature a five-year infrastructure plan for consideration with the annual budget bill. Attached is the College's Five Year Infrastructure Plan. This document is to be updated annually for the Department of Finance as a precondition to the receipt of state funding for capital programs.

### **5. PROPOSED RESOLUTION:**

Resolved that the Board of Directors authorize submittal to the Department of Finance the Five Year Infrastructure Plan 2017-2022.

UNIVERSITY OF CALIFORNIA HASTINGS COLLEGE OF THE LAW

# **FIVE YEAR INFRASTRUCTURE PLAN** 2017 - 2022



**SEPTEMBER 2016**

## **MESSAGE FROM THE ACTING CHANCELLOR AND DEAN DAVID L. FAIGMAN**

Great law schools contribute positively to the environment and communities surrounding them. We are moving forward to help transform the neighborhood itself with our plans to develop an academic village in the Civic Center/Tenderloin/mid-Market neighborhood we call home. Our new academic building at 333 Golden Gate will be a spectacular addition and constitutes the cornerstone of our new campus. Appropriations totaling \$55.7 million have been made by the State of California to support this effort. We are extraordinarily grateful to the Governor and the California State Legislature for their generous support of UC Hastings. Of course, to make this a truly signature, “best of class” facility, our fundraising team has been working tirelessly to raise money to supplement these state funds.

333 Golden Gate is only the first phase of our Long Range Campus Plan. The next phases, which are already in the works, involve developing significant new housing in partnership with UCSF following completion of the new academic building. The ultimate goal is to establish an academic village, with UC Hastings and UCSF providing anchors to this new campus. The commingling of UC Hastings and UCSF students would be accompanied by sharing facilities such as the library, study and social spaces, food services, parking and other campus amenities. We would hope that this partnership would also lead to greater academic collaborations, which might include shared use of our teaching facilities and the presence of UCSF clinics, institutes and departments on campus.

With the inclusion of substantial numbers of UCSF graduate students in our neighborhood, the area will continue its evolution, a process begun long ago. As you know, our neighborhood has much to offer, with many excellent and affordable restaurants and bars, an expanding residential presence, proximity to local state and federal offices, and easy access to virtually every corner of the most beautiful city in the world.



## INTRODUCTION

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Established in 1878 as the “law department” of the University of California, UC Hastings College of the Law is the oldest law school in California and one of the largest public law schools in the United States. Founded by California’s first chief justice, Serranus Clinton Hastings, the College was established by legislation that provided the institution with its own Board of Directors. Since its inception, the UC Hastings Board of Directors has governed the College independently of the Board of Regents of the University of California. The Board of Regents possesses degree-granting authority, but oversight of all other facets of the College is the responsibility of the UC Hastings Board of Directors. The College is the only stand-alone, public law school in the nation. UC Hastings is accredited by the American Bar Association and is a charter member of the American Association of Law Schools (AALS).



UC Hastings is a highly selective law school with a long-standing commitment to access and public service. For the 2016 academic year, UC Hastings’ enrollment is approximately 915 full-time J.D. students and 30 LL.M. and MSL students. Actual enrollment varies from targeted levels on a year-to-year basis due to fluctuations in the size of the entering class, student attrition, and transfers. As a stand-alone law school, UC Hastings must provide all student services and support normally provided to law schools by a centralized campus in a university setting. These services include a student health center, campus security, human resources, and general counsel among others. With recent hires, UC Hastings has 62.5 tenured or tenured track faculty members; approximately 180 academic adjunct faculty; 40 Legal Writing & Research instructors; and 175 support staff.



UC Hastings offers an outstanding program of legal education, including nationally recognized clinical programs such as the civil justice clinic, economic development, social enterprise, and local government clinics, and research centers focused on such cutting-edge issues as work-life balance, refugee law, alternatives to litigation, and concentrations in such important areas as tax, intellectual property, negotiations and dispute resolutions, and public interest law. UC Hastings also hosts a number of symposia, conferences, and other events each year and offers a number of volunteer programs, such as the Tenderloin Neighborhood Development Corporation’s After- School Tutoring program and a Volunteers in Tax Assistance (VITA) clinic for low-income taxpayers. Class sizes vary from large classes of 80-100 students for first-year and other basic courses, to small seminars and clinics comprised of 8-16 students. In classrooms and clinics, UC Hastings provides a rich intellectual experience that integrates the theory behind the law with the creative practice and problem-solving needed for

## INTRODUCTION

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individuals and businesses to function in the global economy. J.D. students attend a three-year full-time program with classes held in fall and spring semesters; LL.M. students complete a one-year, full-time program.

UC Hastings' unique location between San Francisco's Civic Center, Mid-Market, and Tenderloin districts distinguishes the College. The campus has grown over the years and currently consists of four buildings and a parking garage. The primary academic building at 198 McAllister was constructed in 1953 with an Annex located at 50 Hyde Street added in 1970. In 1978, 100 McAllister Street was acquired from the federal government and converted to student residences and other College uses. The building currently houses approximately 280 students along with academic functions, research centers, and administrative offices. In 1980, the 200 McAllister Street building was opened, providing space for the law library, faculty offices, and student services. In June 2009 construction of a mixed-use retail and parking garage was completed. The facility includes 13,000 sq. ft. of community-serving retail space and 395 parking stalls. Additionally, the College owns property at 333 Golden Gate Avenue, an undeveloped parcel located between 200 McAllister and 376 Larkin, which will be the site of a new academic building to replace aging facilities at 198 McAllister.

The primary focus of the College's efforts in recent years has been a systematic effort to achieve campus-wide code-compliance and fire/life-safety objectives in addition to other space improvements to enhance campus life for students, faculty, and staff. In 2004, the College relied on proceeds from UC Hastings-issued bonds to complete fire/life-safety upgrades and other improvements to 100 McAllister. A major seismic and code-compliance upgrade of Kane Hall (200 McAllister Street) was completed in 2007. The upgrades included a total renovation of the library, which was funded by the Higher Education Bond Fund of 2002.

Substantial progress has been achieved by the adoption of a phased, multi-year approach based on relative priorities (e.g., code-compliance and fire/life-safety) and funding availability. The implementation of capital and deferred maintenance projects identified in this Five Year Infrastructure Plan 2017-2022 will similarly necessitate a phased, multi-year approach relying on a combination of funding sources coupled with private fundraising.

## EXECUTIVE SUMMARY

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The submission of the Five-Year Infrastructure Plan is the first step in the State's capital outlay process.

The Budget Act of 2016 appropriated \$18.8 million of Lease Revenue Bond financing to supplement prior appropriation of \$36.8 million to construct a new academic building at 333 Golden Gate Avenue to replace the original portion of Snodgrass Hall (198 McAllister) that was constructed in 1953. This \$55.7 million project will develop a new academic facility of approximately 57,000 gross square feet on a vacant surface lot owned and controlled by UC Hastings. The new building would replace Hastings' existing primary academic facility which encompasses approximately 76,000 gross square feet.

The Governor's support has been instrumental, allowing the college's long-range campus plan to proceed. In previous years, the Governor's Five Year Infrastructure Plan proposed to allocate an additional \$6.8 million to modernize the 1970-era Snodgrass Hall Annex. These plans have been modified; the 50 Hyde Street Annex will also be demolished along with the old 198 McAllister building to increase the quantity of student housing that can be built on the combined site. The latter phases of the long-range plan call for the development of additional student housing in collaboration with University of California, San Francisco (UCSF) and the seismic upgrade of the existing student housing facility built in 1929 located at 100 McAllister.

## CURRENT CAMPUS CONDITION

By way of background of the four buildings that compose the core of the college (100, 198, 200 McAllister, and 50 Hyde), the 198 McAllister building is regarded as the most essential to the College's academic functions. The 76,000 total gross square-foot building serves as the primary classroom facility for the college, housing 83% of the school's seminar rooms and lecture halls that account for 92% of the college's classroom seating capacity. Additionally, the building has more than 80 offices, accounting for 32% of the school's office total.

Despite its immense importance to the school, many of the building's features are dated and in need of repair and repurposing. The most pressing issues include the heating, ventilation, and air conditioning (HVAC) systems, the hot water steam to water heat exchanger, antiquated electrical system (busbar duct), ADA accessibility implementation, roof replacement, and seismic upgrades to structural systems. Additionally, the current classroom portfolio is in need of rightsizing in order to properly accommodate evolving pedagogies.

Of the numerous issues facing 198 McAllister, the HVAC systems are of particular criticality they were given a 7-10 year remaining lifespan following a 2011 MEP Due Diligence report by The Engineering Enterprise and Taylor Engineering. The report indicated the estimated useful life of the HVAC was likely to expire by the year 2021. The same report also called for the replacement of the original electrical bus duct riser that was installed when the building was first constructed in 1958 and gave the hot water steam to water heat exchanger 5-7 years of remaining useful life.

## EXECUTIVE SUMMARY

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Failure to address these pressing issues in a timely manner could produce severe consequences for the College, the most likely of which would be the shutdown (temporary or permanent) of 198 McAllister. Such a shutdown would mean losing access to 92% of UC Hastings' classroom capacity, which would ultimately mean that the College could no longer fulfill its primary function as an academic institution.

In addition to the aging academic facilities at 198 McAllister, numerous other factors require that Hastings adapt to its new circumstances. The College's Strategic Plan calls for a near-term strategic and controlled reduction in enrollment by 20-25% to improve the student-faculty-ratio and more closely align the number of graduating students to the availability of employment in business and public interest sectors. This strategic reduction has been implemented.

Plans for the new academic facility at 333 Golden Gate comport with the College's near-term and long-term enrollment planning.

Additionally, the adoption of new pedagogies and the need to right-size facilities to capacities while optimizing existing assets, all require that changes be made in order to ensure the College can continue to meet its educational mission both now and in the future.





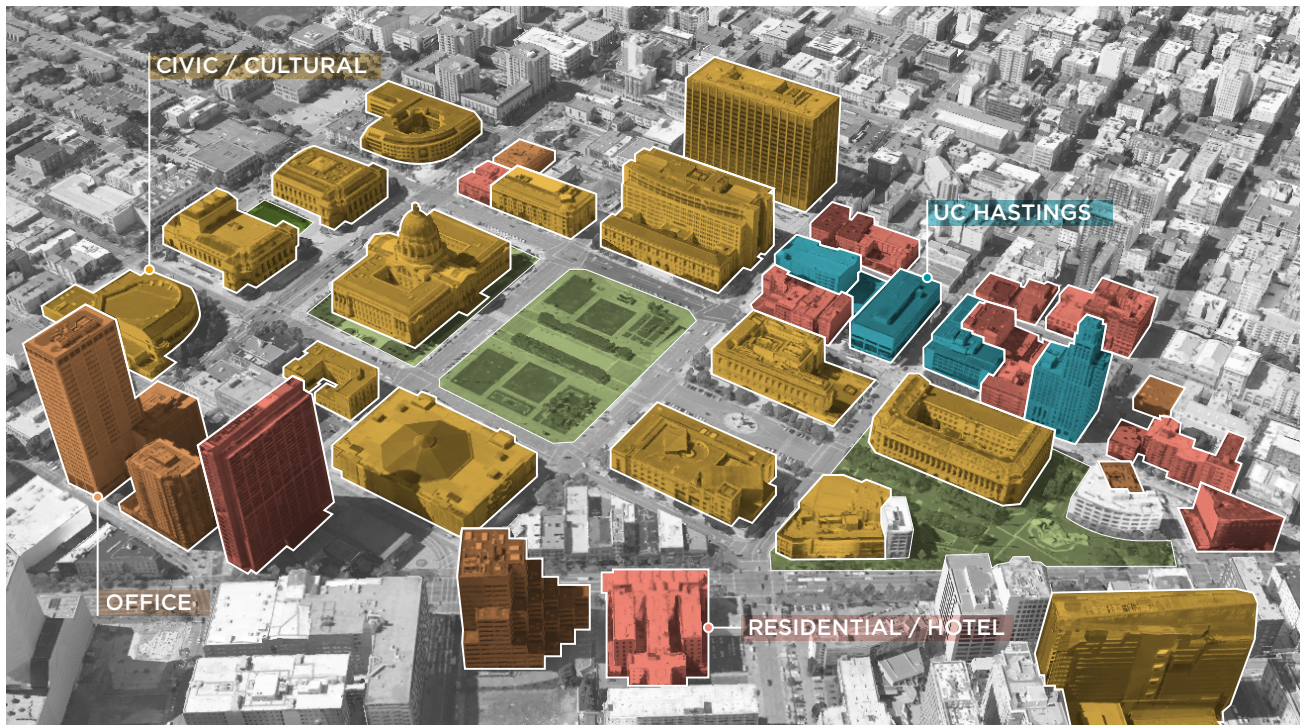
## DRIVERS OF CHANGE

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As a campus located in a densely populated urban environment, Hastings is effectively landlocked. Given the challenges of land acquisition and costly new construction, Hastings seeks to maximize the utilization of its existing properties by emphasizing their periodic renewal and upgrade. Given the College's limited financial resources, it is imperative that the College adopt a capital plan that recognizes the necessity of a phased approach over time.

The primary drivers of Hastings' Five Year Infrastructure Plan are:

1. The modernization or replacement of core building systems where the majority of UC Hastings' teaching spaces are located in 198 McAllister is mission critical and failure to do so could severely impair institutional viability.
2. Support the mission and vision of UC Hastings and accommodation of changing pedagogies of the College along with the need for more small to medium sized interactive classrooms as opposed to the large lecture halls.
3. Provision of affordable student housing in safe, secure, and code-compliant buildings.
4. Attention to deferred maintenance must continue to be a priority if the College is to avoid outcomes that pose life-safety risks as well as possible impairments to capital assets.



### LOCATION

Located at the intersection of the Civic Center, Tenderloin, and Mid-Market neighborhoods, UC Hastings draws from a rich tapestry of diverse surroundings. The campus is situated on two city blocks in the heart of downtown San Francisco bounded by McAllister, Larkin, Golden Gate and Leavenworth Streets. The Civic Center houses the City and County of San Francisco, State of California and US Federal governmental functions; Mid-Market is an evolving regional center for performing and fine arts activity and is rapidly becoming a hub for the tech sector in San Francisco; the Tenderloin is a community beset by many challenges that is slowly becoming a more livable and vibrant urban neighborhood. All three areas are home to many restaurants, bars, and clubs, as well as a large residential population including the highest density of school aged children in San Francisco. The convergence of these distinct neighborhoods creates a dynamic urban fabric with its own personality and culture.



## LOCATION AND NEIGHBORHOOD

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### NEIGHBORHOOD

Located to the west and south of the campus is the Civic Center neighborhood, which encompasses City Hall, the War Memorial Opera House, which is also home to the San Francisco Ballet, Davies Symphony Hall, and the SF Conservatory of Music. The Asian Art Museum, which opened in March 2003, is on the block directly south of the UC Hastings' campus. San Francisco Library's Main branch is one block south of the Asian Art Museum. Located to the north and east of UC Hastings is the Tenderloin, a neighborhood that has experienced significant transition in recent years. The Tenderloin has begun to develop a new appearance, becoming a neighborhood with a distinct international character from Southeast Asian immigrants drawn by the relatively modest housing costs, new neighborhood elementary and middle schools (for which UC Hastings' students tutor children, collect books and engage in annual

rituals such as the neighborhood Halloween trick or treat at the 100 McAllister Tower), and a growing array of shops and services. UC Hastings' students also tutor elementary school children at the TNDC (Tenderloin Neighborhood Development Corporation) afterschool program. To the south of UC Hastings is the emerging Mid-Market district. This is an area of Market Street, roughly delimited by 5th Street to the east and Van Ness Avenue to the west. This region is experiencing a renaissance as a home to the performing arts, upscale retail, and is home to numerous rapidly growing technology companies. Further evidence of this renaissance is the approximately 3,000 residential units have been delivered within a one-mile radius of UC Hastings since 2010 resulting in neighborhood enhancement along with community benefits.





## CAMPUS PROPERTIES

The UC Hastings Campus currently consists of four primary structures and one undeveloped parcel of land.

**100 McAllister Street, McAllister Tower:**

A 28-story tower, constructed in 1928, primarily serves as student housing with 252 units, although it also contains academic/professional, clinics, offices, and recreational facilities for the College.

**198 McAllister Street, Snodgrass Hall:**

A 4-story structure, constructed in 1953, with a second attached structure commonly known as the Annex (50 Hyde Street), constructed in 1970, contains 83% of UC Hastings classrooms and lecture halls. The 50 Hyde Street Annex contains the Louis B. Mayer multi-purpose room, the largest indoor gathering space on campus, the Gold Study Room, the Moot Court, and various faculty administration offices. In the basement is the security headquarters, student locker rooms, and physical plant support offices and shops.

**200 McAllister Street, Kane Hall:**

A 6-story structure constructed in 1980 and renovated in 2007. It houses many of the campus' faculty and administrative offices, the main library, cafeteria, faculty lounge and meeting room, and various student support facilities.

**376 Larkin Street, Garage and Retail:**

A 7-story parking structure, constructed in 2009, provides 395 parking spaces to meet student, faculty, staff, and public parking needs. It also houses approximately 13,000 square feet of retail lease space.

**333 Golden Gate Avenue:**

A 12,000 square foot vacant lot, located between the parking garage and 200 McAllister Street, is currently in use as a recreational space that is jointly used by neighboring schools and centers and UC Hastings' students.

## CAMPUS PROPERTY PORTFOLIO

100 McAllister Tower  
198 McAllister Snodgrass Hall  
200 McAllister Kane Hall  
376 Larkin Garage and Retail  
333 Golden Gate

### TOTAL LAND AREA SF

131,000

### TOTAL BUILDING SF

720,000

### LAND AREA BY BUILDING (SF)

100 McAllister:	19,000
198 McAllister:	32,000
200 McAllister:	42,000
376 Larkin:	26,000
333 Golden Gate:	12,000

### BUILDING SF

100 McAllister:	249,000
198 McAllister:	137,000
200 McAllister:	177,000
376 Larkin:	157,000
333 Golden Gate:	0

### NUMBER OF FLOORS BY BUILDING

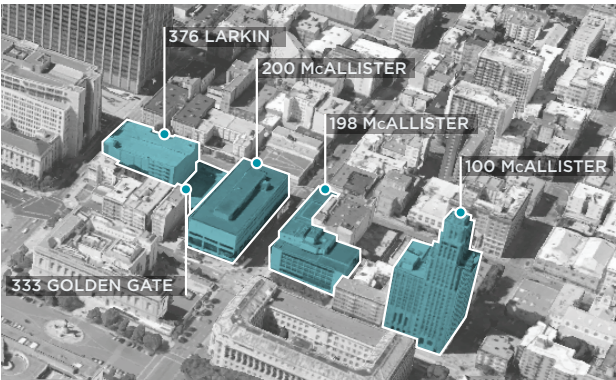
100 McAllister:	28 (+basement floor)
198 McAllister:	4 (+3 mezzanine floors)
200 McAllister:	6
376 Larkin:	7 (+basement)
333 Golden Gate:	n/a

### PRIMARY PROGRAM BY BUILDING

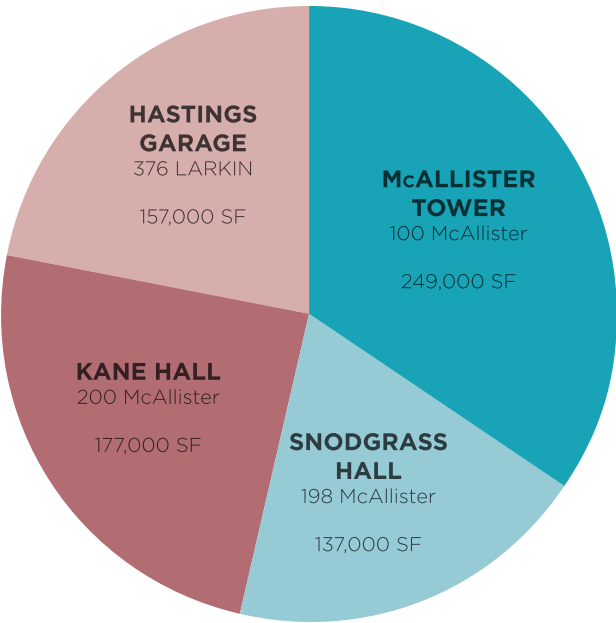
100 McAllister:	Residential
198 McAllister:	Academic
200 McAllister:	Academic / Office
376 Larkin:	Parking
333 Golden Gate:	n/a

# CAMPUS PROPERTIES

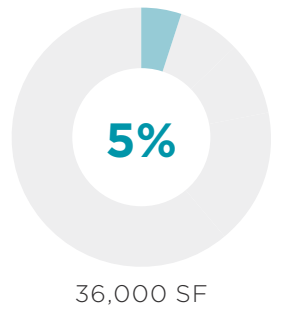
## CAMPUS PROPERTIES



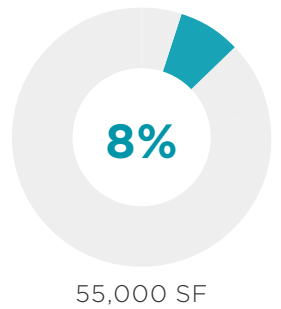
## BUILDING PORTFOLIO



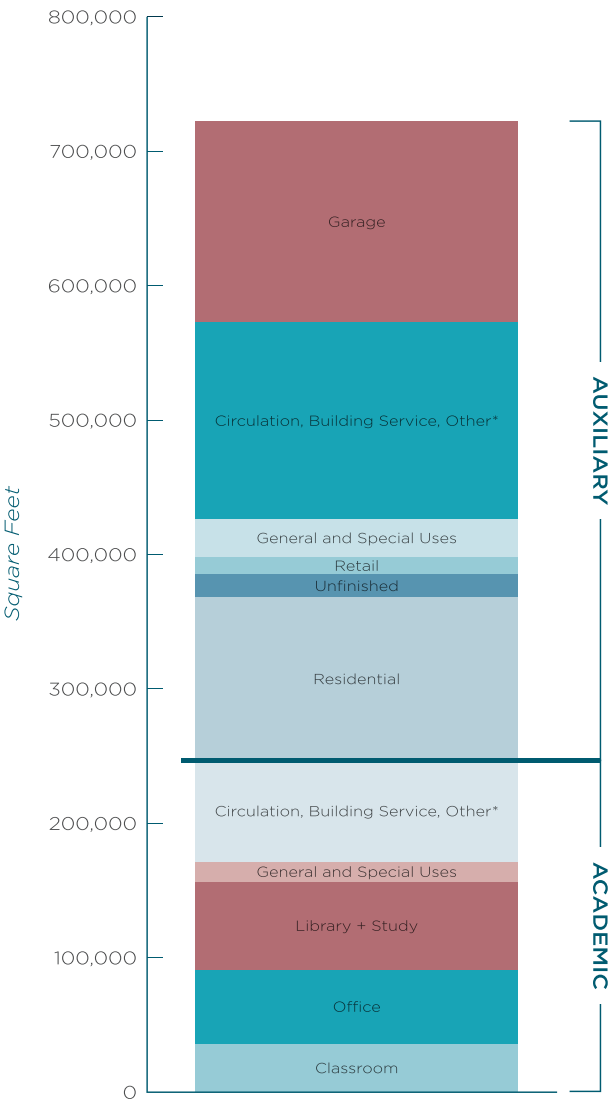
### CLASSROOM



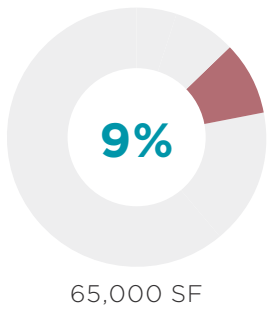
### OFFICE



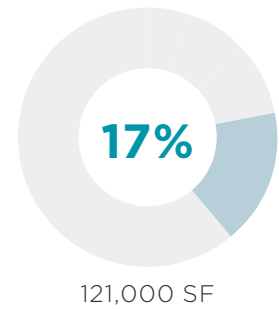
## CAMPUS PROGRAMS BY SF



### LIBRARY + STUDY



### RESIDENTIAL



Location	Project Name	Project Type				Scope (Square Feet)	Estimated Total Project Cost	Fund Sources	Approval Year*	Projected Year of Completion
		Space Expansion & Flexibility	Code Compliance or Life-Safety	Upgrades or Enhancements	Deferred Maintenance					
GG	333 Golden Gate - New Building	X		X		57,000	\$55,700,000	State	2014	2019
KH	Building Egress improvements		X			n/a	\$750,000	State	2019	2019
KH	Building Envelope Maintenance				X	28,000	\$1,315,000	State Def. Maintenance	2019	2019
KH	Electrical Infrastructure				X	n/a	\$450,000	State Def. Maintenance	2017	2018
KH & SH	HVAC Maintenance and Plumbing				X	n/a	\$235,000	State Def. Maintenance	2017	2018
KH	1 <sup>st</sup> and 6 <sup>th</sup> Floors Re-Purposing, Research Center, Classrooms, and Admin. Office	X		X		30,000	\$4,000,000	UC Hastings	2014	2018
<b>Total - Educational</b>							<b>\$62,450,000</b>			
MT	Hazardous Material Removal - Great Hall				X	n/a	\$3,000,000	UC Hastings	2020	-
MT	Student Apartment Upgrades			X	X	94,598	\$10,000,000	UC Hastings	2019	2019
MT	Window Replacement, Exterior Repair & Waterproofing (in process)			X	X	n/a	\$5,000,000	UC Hastings	2019	2019
MT	Seismic Upgrades			X	X	n/a	\$50,000,000*	UC Hastings	2020	-
<b>Total - Auxiliary</b>							<b>\$68,000,000</b>			
<b>GRAND TOTAL</b>							<b>\$130,450,000</b>			

\*Seismic evaluation is currently underway; this figure is an estimate.

**Key:** GG - Golden Gate (333 Golden Gate Ave.)  
KH - Kane Hall (200 McAllister)  
MT - McAllister Tower (100 McAllister)  
SH - Snodgrass Hall (198 McAllister)

## INFRASTRUCTURE REQUIREMENTS

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### IN PROGRESS — 333 GOLDEN GATE (NEW BUILDING):

#### **Construction of New Academic Building at 333 Golden Gate Ave. \$55,700,000**

The Budget Acts of 2015 and 2016 included \$55.7 million for the replacement academic building at 333 Golden Gate. These appropriations will allow Hastings to construct new classroom and student support space without disruption to current College operations. The building will also meet all current code, seismic, and sustainability regulations, while providing for the College's classroom needs.

### KANE HALL – 200 MCALLISTER:

#### **Building Egress Improvements \$750,000**

During the course of field inspection in the final stages of the renovation of the 200 McAllister building, the State Fire Marshal recommended adding to the exiting system a new exit from the building's patio area. Subsequent modifications to interior exit pathways addressed the fire marshal's immediate concerns. Additional exit capacity from the exterior patio area on the second floor would be beneficial and may become integrated into the 333 Golden Gate project.

#### **FUNDED — Building Envelope Maintenance \$1,315,000**

The replacement of the building's roofing system was not part of the scope of the 2007 renovation project. An assessment has been conducted and the roof membrane needs to be replaced. Work will also include façade access - window washing anchorage systems and other exterior repairs. Funding for this project has been appropriated in the 2015-16 state budget.

#### **FUNDED — Electrical Infrastructure \$450,000**

Replacement of the emergency generator installed in 1979 is needed.

#### **FUNDED — HVAC Maintenance and Plumbing \$235,000**

Heating, ventilation, and air condition upgrades, and maintenance in 1999 and 2000.

#### **IN PROGRESS — 6th Floor Re-Purposing \$3,000,000**

The College is actively pursuing opportunities to improve its programmatic flexibility and diversify the locations of the school's classroom facilities in order to avoid the current situation with a high concentration of academic serving class room space in one building structure 83% of the school's classrooms are located in Snodgrass Hall. The College is consolidating its library in Kane Hall from three floors (4th, 5th, and 6th) to two floors (4th and 5th). The newly available space on the 6th floor will be utilized for training rooms, seminar rooms, student study space, and possibly research centers.

## INFRASTRUCTURE REQUIREMENTS

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### STUDENT HOUSING AT MCALLISTER TOWER - 100 MCALLISTER:

**Hazardous Material Removal – Great Hall** **\$3,000,000**

The Great Hall, located within 100 McAllister requires removal of hazardous material prior to occupancy and/or leasing. Doing so would make an additional 33,650 square feet of potential usable space available for the College.

**Student Apartment Upgrades** **\$10,000,000**

New finishes, furnishings, and fixtures are needed (carpeting, kitchen units, lighting, bathroom fixtures and accessories) as the interiors of the building’s 252 units have not been upgraded since 1980.

**Exterior Repair, Windows, and Waterproofing** **\$5,000,000**

Masonry re-pointing and sealing, window replacement, and terra cotta pinning, most particularly on the building’s east elevation, must be implemented. An engineering firm has been retained to survey the building exterior and develop a work program along with more refined cost estimates.

**FEASIBILITY STUDY UNDERWAY – Seismic Upgrades** **\$50,000,000**

Essential to the health, safety, and well-being of the tower residents and College staff, a seismic upgrade would be beneficial to provide sufficient structural strength to meet requirements set forth by the latest version of the California Uniform Building Code. This is a preliminary estimate; seismic review is underway that will allow for the development of a more refined estimate.



## INFRASTRUCTURE REQUIREMENTS

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## BASELINE CAPACITY OF EXISTING/FUTURE SPACE AND INFRASTRUCTURE

Location	Primary Use	Square Footage	Type	Comments
<b>Kane Hall</b> 200 McAllister	Academic and Administrative	177,000 ft <sup>2</sup>	Educational	Constructed in 1980. The six-floor structure houses the law library, a classroom, administrative offices (student services, procurement, and facilities maintenance), reception area, dean and faculty offices, dining commons, and bookstore. A code-compliance upgrade and substantial facility improvements were completed in 2007.
<b>Snodgrass Hall Main Building*</b> 198 McAllister  *In use until completion of 333 Golden Gate	Classrooms, Academic, and Administrative	76,000 ft <sup>2</sup>	Educational	Original building constructed in 1953. It houses 83% of classrooms, student organization and academic support space, and some faculty and administrative functions.
<b>Snodgrass Hall Annex</b> 50 Hyde	Classrooms, Academic, Administrative, and Event Space	61,000 ft <sup>2</sup>	Educational	The Annex was constructed in 1970. Combined with the original 1953 building, the two are collectively known as Snodgrass Hall. The Annex houses 3 classrooms, the moot court room, the Gold Reading Room, and the Louis B. Mayer multi-purpose room.
<b>McAllister Tower</b> 100 McAllister	Mixed Use: Student Housing, Recreational/ Fitness, and Academic and Instructional Functions	249,000 ft <sup>2</sup>	Educational	Constructed in 1928. Provides 252 units, housing approximately 280 students. Also serves as the location for academic and research programs (e.g., Civil Justice Clinic), offices of student scholarly publications, and recreational and athletic facilities. A code-compliance upgrade with limited seismic reinforcement was completed in 2004. Also houses administrative offices (CFO, Controller, building operations, external relations, budget and planning).
<b>New Academic Building</b> 333 Golden Gate Avenue	Classrooms, Academic, and Administrative	57,000 ft <sup>2</sup>	Educational	The new building will serve as the primary academic facility. The building will also contain student support programs and various administrative/ faculty offices.
<b>Hastings Parking Garage</b> 376 Larkin	Parking Garage and Retail	157,000 ft <sup>2</sup>	Auxiliary	395-stall parking garage for student, faculty, staff and public users. Also includes 13,000 sf of Hastings and community serving retail. Construction completed in June 2009.

## AUXILIARY FUNCTIONS OF HASTINGS BUILDINGS

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The College also provides other services that support its academic mission but which are ancillary to the delivery of its educational program. Based on state policy articulated in the Master Plan for Higher Education (1960), facilities that support these auxiliary functions must be self-supporting and hence are not eligible for State support.

### MCALLISTER TOWER (100 MCALLISTER)

252 units of student housing are located at 100 McAllister Street, occupying the 5th through 21st floors. Student housing is a critical component of UC Hastings' mission because the availability of affordable housing in the San Francisco Bay Area is extremely limited, and the absence of such housing would otherwise pose a financial barrier to attendance for students of limited means. A complete fire life-safety upgrade of the McAllister Tower was completed in 2004.

### HASTINGS PARKING GARAGE (376 LARKIN)

A 395-stall facility located at the corner of Golden Gate and Larkin Streets. The facility also includes 13,000 square feet of Hastings and community serving retail space. Construction of this facility was completed in June 2009. The project was financed in 2008 with \$25.2 million in bond financing issued by UC Hastings College of the Law.







## EDUCATIONAL FUNCTIONS OF HASTINGS BUILDINGS

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### MCALLISTER TOWER (100 MCALLISTER)

The tower is also used for educational and research functions. These functions currently utilize approximately 20,000 square feet (7 percent) of the building's gross square footage. The following academic and research programs are housed at 100 McAllister:

- **O'Brien Center for Scholarly Publications** – Hastings' nine student-run law journals: Race and Poverty Law, Business, Hastings Communications and Entertainment Law Journal, Hastings International and Comparative Law Review, Hastings Law Journal, Hastings Constitutional Law Quarterly, Hastings West- Northwest Journal of Environmental Law and Policy, and Hastings Women's Law Journal, are located on the 22nd and 23rd floors of the building. One journal, the Science and Technology Law Journal, is located on the first floor of Kane Hall.
- **The Center for Negotiation and Dispute Resolution (CNDR)** – Develops and organizes Hastings' dispute resolution curriculum, and conducts research and public service activities. Over 400 Hastings' students take courses on alternative ways to settle disputes outside of a typical courtroom setting.
- **The Center for Gender and Refugee Studies (CGRS) and The Refugee & Human Rights Clinic** – provide legal expertise and resources to attorneys, provide clinical and externship opportunities for students, and coordinate legal and national public policy advocacy efforts.
- **The Center for WorkLife Law (WLL)** – A research and advocacy center that seeks to improve economic opportunities for and eliminate discrimination against employees caring for family members who are in need due to youth, old age, or illness.
- **Civil Justice Clinic** – The clinic gives students lead responsibility for handling actual cases under the supervision of full-time faculty for primarily low-income individuals and communities.

The office of the CFO and other administrative staff are located on the second floor of the building. Plans are underway to relocate the research centers and clinics to 200 McAllister in an effort to more efficiently utilize space, and create additional sources of revenue for the College in the 100 McAllister Tower.

## EDUCATIONAL FUNCTIONS OF HASTINGS BUILDINGS

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Items in this category relate to the space needed to support the College's educational functions directly. Instructional, library, faculty, student service, and administrative functions are included in this category. Hastings' facilities supporting educational functions are backed by state funds and are eligible for projects funded by Higher Education General Obligation bond measures that are passed from time to time.

### **SNODGRASS HALL ORIGINAL BUILDING (198 MCALLISTER)\***

The Original Building at Snodgrass Hall is and will be the primary instructional building on campus up until the completion of a new academic building at 333 Golden Gate Ave set for the Fall 2020 semester. Currently, the existing Original Building houses 83% of the College's classrooms. The building contains administrative, academic support, and faculty offices.

*\*The Original Building at Snodgrass Hall will no longer serve as an instructional building upon completion of a new academic building at 333 Golden Gate in 2019.*

### **SNODGRASS HALL ANNEX (50 HYDE STREET)\*\***

The Annex at Snodgrass Hall was constructed in 1970 as an addition to the Original Building. The Annex contains 3 classrooms, various faculty offices, the Moot Court room, the Gold Reading Room, and the Louis B. Mayer multi-purpose room — the College's largest gathering space.

*\*\*Revised plans for for the demolition of this structure to allow for the development of additional student housing. The academic functionality currently housed in this building will be relocated to the new structure's lower floors.*

### **NEW ACADEMIC FACILITY (333 GOLDEN GATE AVENUE)\*\*\***

Appropriations of \$55.7 million in lease revenue bond financing in support of the college's capital plans for a replacement academic building at 333 Golden Gate. The State of California is to manage all aspects of the project except work associated with space programming and environmental review required under the California Environmental Quality Act (CEQA). The CEQA process will necessitate a review of "all foreseeable projects" flowing from the 333 Golden Gate structure; i.e., the future renovation of the 198 McAllister Annex, the development of new student housing at the site of 198 McAllister, and the potential rehabilitation and structural upgrade of 100 McAllister.

The Department of General Services (DGS) will serve as project managers for 333 Golden Gate using a project delivery methodology involving:

- Selection of a Master Architect and Construction Manager to create a detailed specification (i.e., Design Guidelines and Performance Criteria) and oversee the design and construction of the facility.

## EDUCATIONAL FUNCTIONS OF HASTINGS BUILDINGS

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- Design competition and selection of a Design/Build Contractor team responsible for delivering the project per the specification.

UC Hastings is responsible for near term deliverables including:

- Space Programming
- Environmental Reviews under CEQA
- Institutional Master Plan submittal and Community Outreach

The project schedule is outlined below:

- Advertising, selection, negotiations and contract execution for a Master Architect and Construction Management Consultant was completed in 2015.
- The Master Architect is refining Design Guidelines and Performance Criteria based on UC Hastings requirements and site related CEQA requirements; scheduled for completion in Fall 2016. Concurrently, DGS is advertising, shortlisting, interviewing and selecting the 3 Design-Build Teams which will enter into a Design Competition. All CEQA requirements have been completed: EIR certified in July 2016.
- The Department of Finance (DOF) and the Public Works Board approves the Design Guidelines and Performance Criteria in early 2017.
- The three Design-Build Teams will be in a competition in Spring 2017, developing conceptual drawings and project approach, management plans, schedules.
- Final negotiations with the selected Design-Build Team and execution of the Design-Build Agreement occurs March 2017 through May 30, 2017.
- Design-Build Phase proceeds June 2017 through December 31, 2019.

The new academic facility at 333 Golden Gate Avenue will promote a more cohesive campus and enable the College to create modern classroom facilities that will serve the College for decades to come with the College's enrollment plans.

*\*\*\*The new proposed building at 333 Golden Gate will replace the original 1953 portion of Snodgrass Hall at 198 McAllister as the College's primary instructional building upon its completion in 2019.*



### KANE HALL (200 MCALLISTER)

Kane Hall houses the law library, classrooms, administrative functions (student services, procurement, facilities maintenance), faculty offices, dining commons, food services, a reception center, and a student lounge. In 2007, a building-wide code compliance upgrade was completed that was funded with \$23.5 million from the Higher Education Bond Fund of 2002. The scope of this project was modified to include a renovation of the College's law library concurrent with the building-wide code compliance upgrade, using \$3.2 million in donations combined with available UC Hastings' funds. The following academic and research programs are housed at 200 McAllister:

- **Institute for Innovation Law** – The Institute for Innovation Law (Institute) is a public interest academic center at UC Hastings. The Institute engages in academic research and education to encourage innovation through the practice and development of law and policy. The Institute's mission is to identify and promote the tools, knowledge, and skills needed to encourage innovation through the practice and development of law and policy.
- **UCSF/UC Hastings Consortium** – The mission of the UCSF/UC Hastings Consortium on Law, Science and Health Policy is to support interdisciplinary collaboration on a wide variety of subjects at the intersections of law, science, and health policy. The Consortium concentrates on three broad areas: education, research, and clinical training and service.



### UC HASTINGS AND UCSF PARTNERSHIP

The University of California San Francisco campus (“UCSF”) and UC Hastings are partnering to develop new and renovate existing campus housing on two sites located on UC Hastings property.

In December 2015, UC Hastings and UCSF entered into a Memorandum of Understanding (“MOU”) to explore the feasibility of a joint development venture. In July 2016, UC Hastings and UCSF executed a predevelopment agreement to enable the institutions to establish a legal basis for the furtherance of project objectives to jointly develop and/or renovate campus housing. Within the next 18 months, UC Hastings and UCSF intend to transition from a pre-development agreement to a development agreement.

While not a formal party to the agreements, UCSF and UC Hastings have also been working collaboratively with San Francisco State University as a housing option for its graduate students in the event that opportunity arises if sufficient residential capacity is available.

### Core Shared Institutional Objectives

The UC Hastings and UCSF relationship is based on the following guiding principles:

- To fulfill both institutions’ public mission, managing to assure that barriers to access are surmountable is a core objective. The shortfall of affordable campus housing has become a significant barrier for both UC Hastings and UCSF.
- The production of affordable and proximate campus housing on the UC Hastings campus and the sharing of campus amenities will benefit both institutions.
- UC Hastings and UCSF already collaborate on several administrative initiatives, such as police and security services and copy and print services. These administrative collaborations exist to gain economies-of-scale and to improve service levels and are facilitated by the close proximity the two institutions have to each other in San Francisco.
- UC Hastings and UCSF also partner on academic programs that advance research and teaching. These partnerships are possible given the institutions’ shared public education mission.

## EDUCATIONAL FUNCTIONS OF HASTINGS BUILDINGS

### Overview of Planned Housing Projects

UC Hastings and UCSF intend to jointly develop a new housing facility at 198 McAllister Street and to renovate and seismically strengthen 100 McAllister (“100 McAllister” or “the Tower”). Both of these sites are on the UC Hastings campus in San Francisco (Civic Center / Tenderloin area). The Board of Directors of UC Hastings has approved these sites for student and trainee housing. The sites will also include a few faculty units and some academic program space and ground level non-academic, non-residential commercial uses.

All requisite environmental reviews required under the California Environmental Quality Act (CEQA) have been completed; both projects are fully entitled.

**198 McAllister** – Plans call for the existing academic building at 198 McAllister and its 50 Hyde Street Annex to be demolished and for a new campus housing complex to be constructed there. Demolition of 198 McAllister and 50 Hyde Street cannot commence until after UC Hastings has completed the construction of a new academic building at 333 Golden Gate Avenue and after all academic programs have transferred out of 198 McAllister and into 333 Golden Gate in 2019. Demolition of the existing academic building at 198 McAllister and 50 Hyde Street is projected for 2020. Current forecasts suggest the newly constructed housing development will open in the summer of 2022.

Plans at 198 McAllister allow for 13 floors and 140-foot-tall construction. Development space is estimated at 165,585-asf, of which 103,485-asf would be for approximately 525 residential units housing approximately 710 students, which UC Hastings and UCSF intend to split evenly. The preliminary typology for 198 McAllister is noted in Table A. Approximately 52,350 asf would be dedicated to academic, administrative, assembly, and multipurpose/support space and other non-residential functions.

**TABLE A: PRELIMINARY TYPOLOGY (198 MCALLISTER)**

Unit Type	Students/Trainees			Faculty	
	2 BR (675 sf)	Studio (375 sf)	Efficiency (250 sf)	2 BR (910 sf)	1 BR (650 sf)
Sub-Total	20	302	246	12	12
<b>GRAND TOTAL</b>	<b>592</b>				

EDUCATIONAL FUNCTIONS OF HASTINGS BUILDINGS

**100 McAllister** – Once 198 McAllister has been redeveloped, UC Hastings students living in 100 McAllister Tower will vacate 100 McAllister and move into the new campus housing complex at 198 McAllister. At this point, the renovation and likely reconfiguration of McAllister Tower and the Great Hall at 100 McAllister Street can commence. Current forecasts suggest the 100 McAllister Street will open in the summer of 2025.

Constructed in 1929, 100 McAllister Street requires seismic strengthening and would benefit from general building interior upgrading and modernization. The building currently contains 252 units of housing accommodating approximately 280 UC Hastings residents.

Renovation space is estimated at 72,775-asf, of which 52,275-asf would be for approximately 341 residential units housing roughly 410 students, which UC Hastings and UCSF also intend to split evenly. Approximately 15,500-asf would be dedicated to academic, administrative, assembly, and multipurpose/support space. Preliminarily, the typology for 100 McAllister are shown in Table B. If the Great Hall could be reconfigured, 100 McAllister could support additional residential units, potentially up to 412.

TABLE B: PRELIMINARY TYPOLOGY (100 MCALLISTER)

Unit Type	Students/Trainees			Faculty	
	2 BR (675 sf)	Studio (375 sf)	Efficiency (250 sf)	2 BR (910 sf)	1 BR (650 sf)
Sub-Total	0	158	165	9	9
GRAND TOTAL	341				



## INFRASTRUCTURE FUNCTIONAL INADEQUACIES

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### RIGHTSIZING & UPGRADING EXISTING LEARNING SPACES:

Classroom multi-media teaching system upgrades were completed in 2009 to provide for current instructional approaches used in modern academic settings, however there is a need to recalibrate the College's total academic space in order to account for current classroom size requirements.

### Total instructional square footage recalibration.

The construction of a new academic building at 333 Golden Gate will provide more efficient programming and space planning, which will assist with recalibrating facilities to comport with the College's enrollment plans while offering more seminar rooms as opposed to large lecture halls.



### MINIMIZING OPERATIONAL AND FUTURE INFRASTRUCTURE SPENDING:

There are a number of challenges 198 McAllister presents beyond the need for classrooms spaces.

#### More efficient facilities are needed.

The Original Building at 198 McAllister is one of the College's least efficient facilities in terms of both energy efficiency and programmatic layout. The building's inefficient and aging building systems and its confused layout contribute to making it three-times less efficient—in terms of annual operating costs—than the more contemporary facility located at 200 McAllister. The construction of a new academic facility at 333 Golden Gate would go a long way toward making UC Hastings a more energy and space efficient campus.

#### Greater accessibility to educational spaces.

The original elevator system in the Original Building at 198 McAllister does not allow for adequate ADA clearance, restricting access to the majority of educational spaces on the UC Hastings campus. Upgrading the existing system is an extensive and costly procedure to undertake along with any additional modernization costs. A new building at 333 Golden Gate would ensure equal access to all.

#### Deferred maintenance needs are substantial.

A 2011 MEP Due Diligence report by the Engineering Enterprise and Taylor Engineering stated that the HVAC system had a lifespan of no more than 7-10 years. The same report also called for the complete replacement of the original bus duct riser, and also gave the hot water to heat exchanger 5-7 years of remaining useful life.

An additional architecture and MEP study conducted in 2014 included as an appendix to this report, not only confirmed the 2011 findings, but also recommended a rehabilitation of the building envelope to address water intrusion at the exterior fenestration as well as a complete roof replacement.

A new academic building at 333 Golden Gate would provide systems and infrastructure that would be usable for a minimum of 10 years before any deferred maintenance is required and ensure that the college is able to operate efficiently as an academic institution.

The Snodgrass Hall Annex at 50 Hyde Street is also in need of renovation and modernization in order to address deferred maintenance and to continue serving the College well into the future. Previous Five Year Infrastructure Plans have proposed to allocate an additional \$6.8 million to renovate and modernize the Annex. It is now the College's plan to also demolish this structure to maximize student housing capacity.

## PRIORITIZE NEEDS

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Infrastructure projects are listed in order of importance:

### **Educational**

1. 333 Golden Gate New Academic Building (In Progress)
2. Building Egress Improvements (Kane Hall)
3. Roofing, Machine Room and Exterior Repairs (Kane Hall)

### **Auxiliary**

1. Seismic Upgrades (McAllister Tower)
2. Exterior Repair and Waterproofing (McAllister Tower)
3. Student Apartment Upgrades (McAllister Tower)
4. Window Replacement, Exterior Repair & Waterproofing (in process)

## PRIORITIZE NEEDS

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### CONCLUSION

UC Hastings College of the Law is an example of excellence in public higher education in California. It is consistently ranked among the top law schools in the country and produces some of the nation's most talented, influential lawyers. UC Hastings is moving forward on many fronts and is pursuing strategies to enhance the institution. Notwithstanding progress achieved to date to modernize the campus, pressing needs remain and are identified in this Five Year Infrastructure Plan. These needs can only be addressed with support from the State of California.

### APPENDICES

#### A. BIOGRAPHIES

- Chancellor & Dean David Faigman
- Board of Directors

#### B. CAMPUS MAPS

#### C. ABA APPLICANTS FROM 2007-2016





## *APPENDIX A.*

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# **BOARD OF DIRECTORS BIOGRAPHIES**



## BOARD OF DIRECTORS: BIOGRAPHIES

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### **David Faigman (Chancellor and Dean)**

David L. Faigman is the Acting Chancellor and Dean of the University of California Hastings College of the Law. He is also the John F. Digardi Distinguished Professor of Law at the College, and holds an appointment as Professor, Department of Psychiatry, School of Medicine, University of California, San Francisco.

Professor Faigman received both his M.A. (Psychology) and J.D. from the University of Virginia. Following law school, he clerked for the Honorable Thomas Reavley of the United States Court of Appeals for the Fifth Circuit. He is the author of numerous articles and essays. He has authored three books, *Constitutional Fictions: A Unified Theory of Constitutional Facts* (Oxford, 2008), *Laboratory of Justice: The Supreme Court's 200-Year Struggle to Integrate Science and the Law* (Henry Holt & Co., 2004) and *Legal Alchemy: The Use and Misuse of Science in the Law* (W.H. Freeman, 1999). In addition, Professor Faigman is a co-author/co-editor of the five-volume treatise *Modern Scientific Evidence: The Law and Science of Expert Testimony* (with Cheng, Mnookin, Murphy, Sanders & Slobogin) (Thomson Reuters/Westlaw).

Professor Faigman was a member of the National Academies of Science panel that investigated the scientific validity of polygraphs and he is a member of the MacArthur Law and Neuroscience Network. He is also the co-founder and CEO of JuriLytics, LLC, a venture that brings top-level academic peer review to expert testimony.

### **Donald Bradley, '68**

Donald Bradley, of Pleasanton, was appointed to the Board of Directors in May 2007. He has worked for Wilson, Sonsini, Goodrich & Rosati, Professional Corporation since 1984 and currently serves as partner and general counsel. Bradley also serves as president and a member of the Board of Directors for the Attorneys Insurance Mutual Risk Retention Group. Previously, he served as an associate and then partner with the law firm Pillsbury, Madison & Sutro, now Pillsbury, Winthrop, Shaw & Pittman, from 1972 to 1984. Bradley served in the U.S. Army from 1969 to 1970. He earned a Juris Doctor degree from the University of California Hastings College of the Law, a Master of Laws degree from New York University School of Law and a Bachelor of Arts degree from Dartmouth College.

## BOARD OF DIRECTORS: BIOGRAPHIES

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### **Tina Combs, '88,**

Tina Combs, of Oakland, was appointed to the Board of Directors in May 2007. In 2009, she was appointed to serve as Deputy General Counsel for the University of California. She is a member of the senior management group and the General Counsel's cabinet and heads the business and land use division. Prior to joining the University of California, Ms. Combs was a 15-year veteran attorney at Wells Fargo, where she served as senior counsel, vice president and managing counsel and senior company counsel. She began her career at Morrison & Forester, where she practiced law as a senior associate in the business department. Ms. Combs has held director and leadership positions on numerous boards, professional, civic and non-profit organizations during her career. She earned her Juris Doctor degree from the University of California, Hastings College of the Law and Bachelor of Arts degree from the University of California, Berkeley.

### **Marci Dragun, '86**

Marci Dragun is a Legislative Aide with San Mateo County Supervisor Warren Slocum. She previously served as Executive Director of the Lincoln Club of Northern California. Marci also was in-house Political Analyst for Fisher Investments and as an associate for the law firm of Coddington, Hicks and Danforth. She has extensive political experience, having spent over 30 years working on numerous federal, state and local campaigns. Marci's expertise has been in fundraising and event organization and management. Marci earned a B.A. degree from Mills College and a J.D. from Hastings College of the Law in 1986.

### **Thomas F. Gede (Chair), '81**

Thomas Gede of Davis, (Current Chair of the Board) was appointed to the Board of Directors in September 2009. Since 2006, he has been a principal with Bingham Consulting Group and of counsel at Bingham McCutchen LLP. From 2000 to 2006, he was the executive director of the Conference of Western Attorneys General, and from 1987 to 2000, he served in the California Office of the Attorney General as a special assistant attorney general and deputy attorney general in the criminal division and the government law section. Prior to that service, Mr. Gede was a judicial attorney for Associate Justices Edwin Regan and Keith Sparks at the California Court of Appeal, Third Appellate District. Mr. Gede earned his Juris Doctor degree from the University of California, Hastings College of the Law, and a Bachelor of Arts degree from Stanford University.

## BOARD OF DIRECTORS: BIOGRAPHIES

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### **Claes H. Lewenhaupt, '89**

Claes H. Lewenhaupt descendant of S.C. Hastings, is a lifetime member of the Board. He is a graduate of Hastings, a member of the California Bar and a colonel in the U.S. Army Judge Advocate General's (JAG) Corps. COL Lewenhaupt is currently serving as the senior legal counsel for the Army Sustainment Command in Germany with over 125 lawyers and paralegals. His initial assignment in Germany was as a prosecutor (1990 - 94), before reassignment to Fitzsimons Army Medical Center in Colorado (94-97) where he handled criminal, contract and civilian litigation. COL Lewenhaupt earned a J.D. from Hastings in 1989. He obtained an LL.M. in military law at the Army JAG School in Charlottesville, VA, and then served in Hawaii as the senior defense counsel for the Pacific region (98 - 00). He also served at the Army (Civil) Litigation Division (00 - 03) before transferring to the D.C. U.S. Attorney Office, Civil Division, as a Special Assistant U.S. Attorney (03 - 04). Claes attended the Army Command and General Staff College at Fort Leavenworth, KS in 04/05, before serving as the senior legal counsel in National Training Center in Fort Irwin CA (05 -07) and the as legal advisor to the U.S. Central Command in Tampa, FL (07 - 09).

### **Mary Noel Pepys, '78**

Mary Noel Pepys has significant years of legal experience in the private and public sectors. She has worked for the past twenty years, since 1993, as an international rule of law attorney helping emerging democracies develop justice systems that ensure the basic principles of the protection of citizens' human rights, equal treatment of all individuals before the law, and a predictable legal structure with fair, transparent and effective government institutions are developed. Pepys has worked in over 40 countries, lived five years in former communist countries, and more recently lived in Afghanistan for almost two years where she served as the Justice Advisor at the U.S. Embassy from 2008 to 2009.

Previously, from 1984 to 1993, she worked at Heller, Ehrman, White and McAuliffe and later at her own law firm as a land use attorney. From 1982 to 1984, she served as a legal officer for the international peacekeeping force, Multinational Force and Observers, headquartered in Rome, which oversees the security arrangements of the 1978 Camp David Peace Accords. Prior to that, Pepys worked in Washington, D.C., as the Special Assistant to Ambassador Daniel J. Terra at the Department of State from 1981 to 1982, and for Congressman Henry S. Reuss, Chairman of the Committee on Banking, Finance, and Urban Affairs, from 1980 to 1981. She served as a law clerk to Justice Thomas A. Caldecott, Presiding Justice of the California Court of Appeal, from 1978 to 1979. Pepys earned a Juris Doctor degree from the University of California, Hastings College of the Law, and a Bachelor of Arts degree from San Jose State University.

## BOARD OF DIRECTORS: BIOGRAPHIES

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### **Bruce L. Simon, '80**

Bruce L. Simon, of Hillsborough, California, was appointed in September 2003. He served as Chairman of the Board from 2009-2011. Mr. Simon has led his firm Pearson, Simon & Warshaw, LLP to national prominence, specializing in complex cases involving antitrust, consumer fraud and securities. He has served as lead counsel in many business cases with national and global impact.

In 2013, Mr. Simon was chosen as one of the Top 100 attorneys in California by the Daily Journal. He received a CLAY award from California Lawyer magazine as one of the attorneys of the year for his work in the In re TFT-LCD (Flat Panel) Antitrust Litigation trial and settlements. He was also selected as one of the seven finalists for Consumer Attorneys of California's Consumer Attorney of the Year award. Mr. Simon has been included in the Top 100 for Super Lawyers, has been selected as a Super Lawyer eleven years in a row, and was featured in this year's Super Lawyer magazine as well as San Francisco Magazine. He also received a Trial Lawyer Excellence award in Chicago from the Law Bulletin for the settlement reached in In re Potash Antitrust Litigation (II). He has attained Martindale-Hubbell's highest rating (AV) for legal ability and ethical standards. Mr. Simon was just recently appointed as Co-Chair of the Civil Redress Committee for the Antitrust Section of the American Bar Association. He also serves on the Board of Directors for the Legal Aid Society - Employment Law Center.

### **Carl W. "Chip" Robertson (Vice Chair), '98**

Carl W. "Chip" Robertson, 39, of Los Angeles, (Current Vice Chair of the Board) has been a member of the Board of Directors of the University of California, Hastings College of the Law since 2011. Robertson has been a Principal at Warland Investments since 2010. He has also been a member of the Management Committee at Sample Digital Holdings LLC since 2001. Previously Robertson was an Associate at Paul Hastings LLP from 1999 to 2001. Since 2006, he has served as a Trustee of the UC Hastings Foundation and currently serves as Treasurer. At Hastings, he endowed the Chip W. Robertson Faculty Research Fund. Mr. Robertson earned a Bachelor of Arts degree from the University of California, Berkeley, a Masters in Business Administration degree from the University of California, Los Angeles, Anderson School of Management and a Juris Doctor degree from Hastings College of the Law.

## BOARD OF DIRECTORS: BIOGRAPHIES

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### **Sandra L. Thompson, '01**

Sandra Thompson is currently a resident of Woodside, CA. She graduated from UC Hastings College of the Law in 2001. While at Hastings, Sandi also served as the Editor in Chief of Hastings Constitutional Quarterly (CLQ). During her summer at law school and following graduation, she worked at Fenwick & West LLC in Palo Alto as an associate in the international corporate tax arena. Prior to attending law school, Ms. Thompson worked for IBM Corporation from 1979 - 1998 in various positions. Her responsibilities ranged from sales to strategy both domestically and internationally.

Today, Sandi is a member of two non-profit boards: Peninsula Open Space Trust (POST) where she is the chair of the Development Committee. She has served Teach for America Bay Area as a board member since 2005 and is interested in improving the quality of education for all American youth regardless of their locale. Sandi also is Chair of the Woodside Planning Commission, where she has served her local community since 2007. She assisted in various search committee activities leading to the appointment of Frank Wu as Chancellor of UC Hastings.

Ms. Thompson performs legal services pro bono for indigent clients and non-profits, typically in taxation.

Sandi is a native of Iowa and graduated from Buena Vista University with a BA in 1979. She and her husband, John W. Thompson, are actively involved in various philanthropic organizations, including POST, Teach for America, Second Harvest Food Bank, Abilities United and Napa Valley Vintners. They are currently minority owners of the Golden State Warriors and several other high technology ventures.

### **Simona Agnolucci, '06**

Simona Agnolucci was appointed to the Board of Directors in December 2015. She is a partner at Keker & Van Nest, where she specializes in high-stakes complex litigation, including intellectual property matters, class actions, white collar criminal defense and commercial disputes. In addition, she represents corporations and individual employees in internal investigations and investigations by the SEC and DOJ. Her clients have included medical device manufacturers, brokerage companies, investment advisors, smartphone manufacturers, "new economy" technology companies and leading law firms.

Ms. Agnolucci has an active pro bono practice, in which she primary represents women seeking asylum from gender-based persecution and unaccompanied immigrant children. Her groundbreaking pro bono work has been recognized by national media, including The New York Times.

Ms. Agnolucci graduated magna cum laude from UC Hastings in 2006 and obtained her Bachelor of Arts, with honors, from Stanford University. Prior to entering private practice, she was law clerk to the Honorable William C. Canby, Jr. of the Ninth Circuit Court of Appeals and an extern to the Honorable John T. Noonan, Jr. of the Ninth Circuit Court of Appeals and the Honorable J. Anthony Kline of the California Court of Appeal.

## BOARD OF DIRECTORS: BIOGRAPHIES

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### **Courtney Greene Power, '01**

Courtney Greene Power was appointed to the Board of Directors in December 2015. She spent more than a decade as in-house counsel for Google, most recently as Legal Director in the Products and Agreements Group. She managed teams of attorneys performing product counsel and transaction work for business units including Geo, Virtual Reality and Waze. Previously, from 2001 to 2005, Ms. Power was an associate at Gibson Dunn & Crutcher in Palo Alto, where she advised clients on Internet commerce law and represented clients in regulatory investigations and civil litigation in state and federal court.

Ms. Power began her career in the technology industry, serving as assistant product manager at Broderbund Software, a firm developing award-winning educational programs, and a senior analyst for Fillmore Consulting Group specializing in business process redesign and workflow systems.

Ms. Power graduated magna cum laude from Harvard University in 1991. She was awarded a Rotary International Foundation Scholarship for postgraduate study at the University of Sydney. She earned a Juris Doctor cum laude from UC Hastings in 2001.



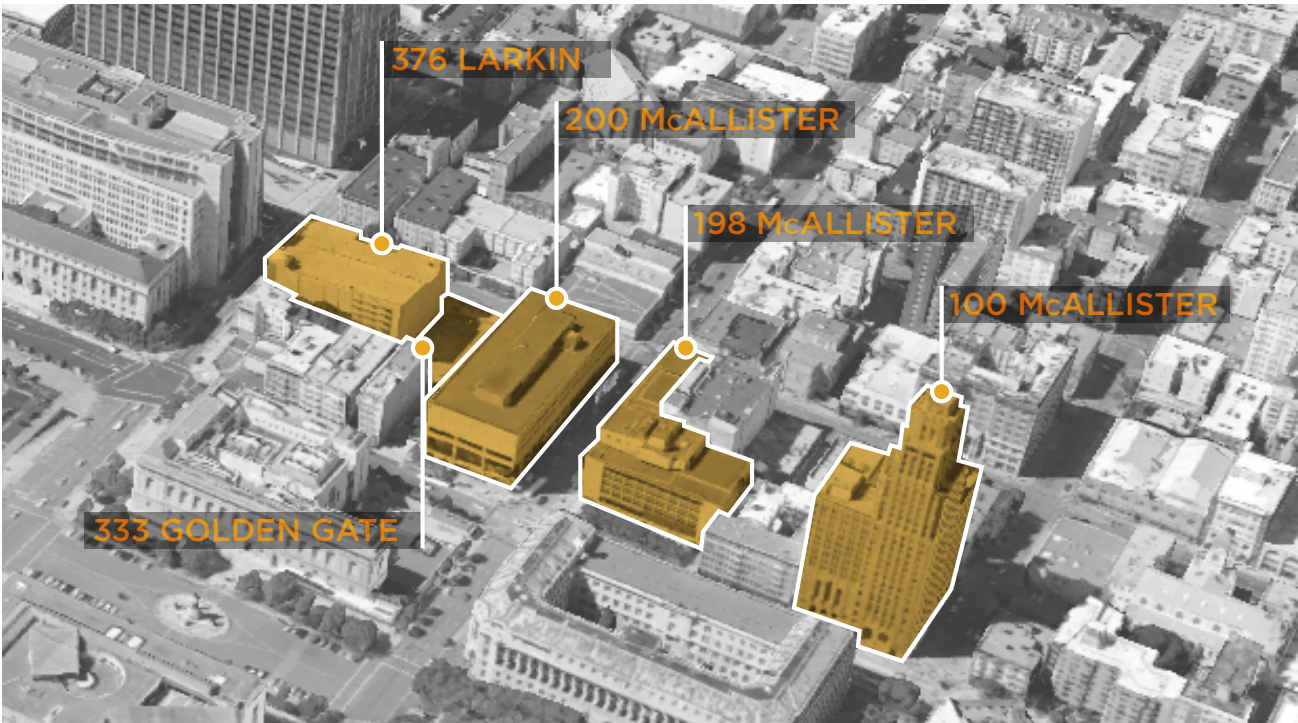
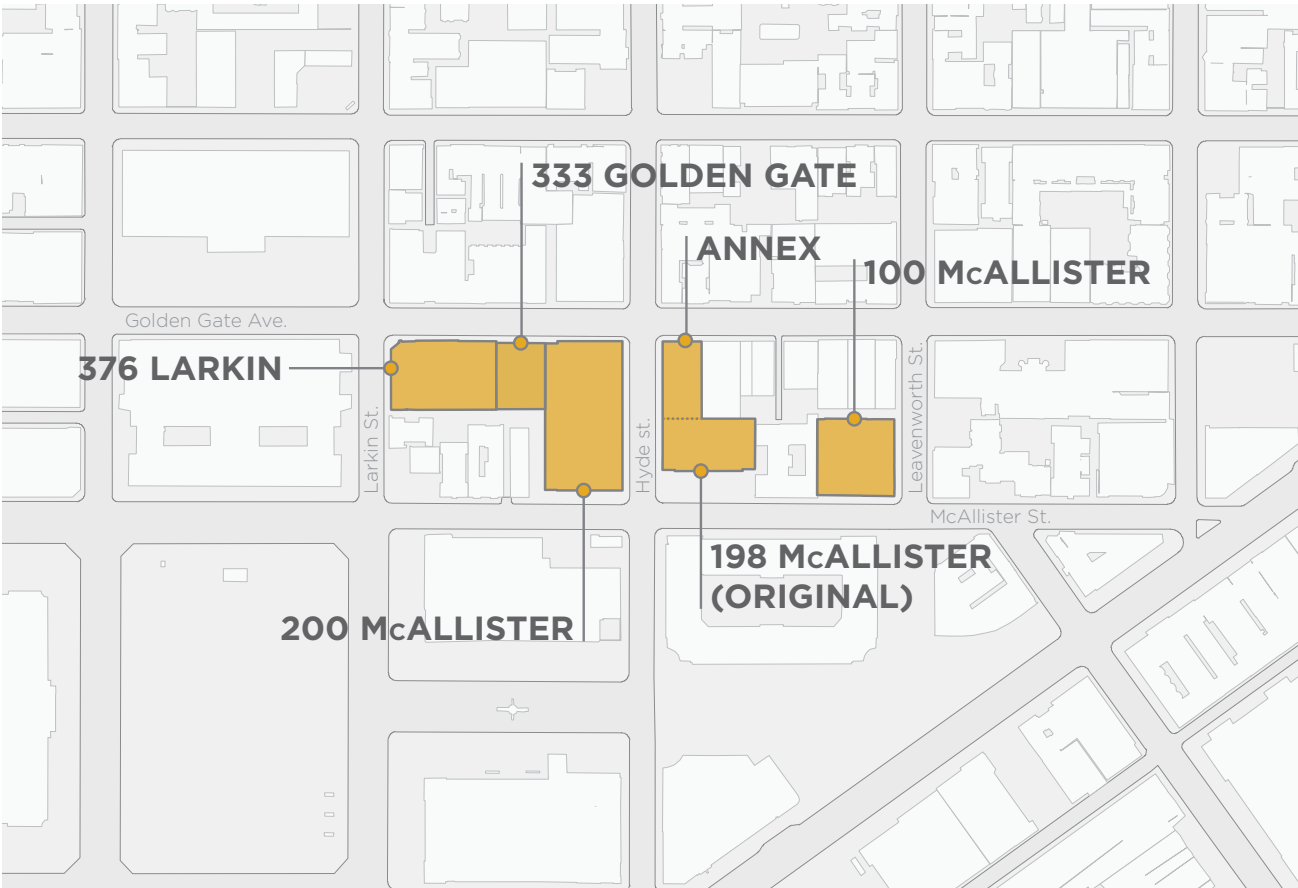
# *APPENDIX B.*

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## **CAMPUS MAPS**

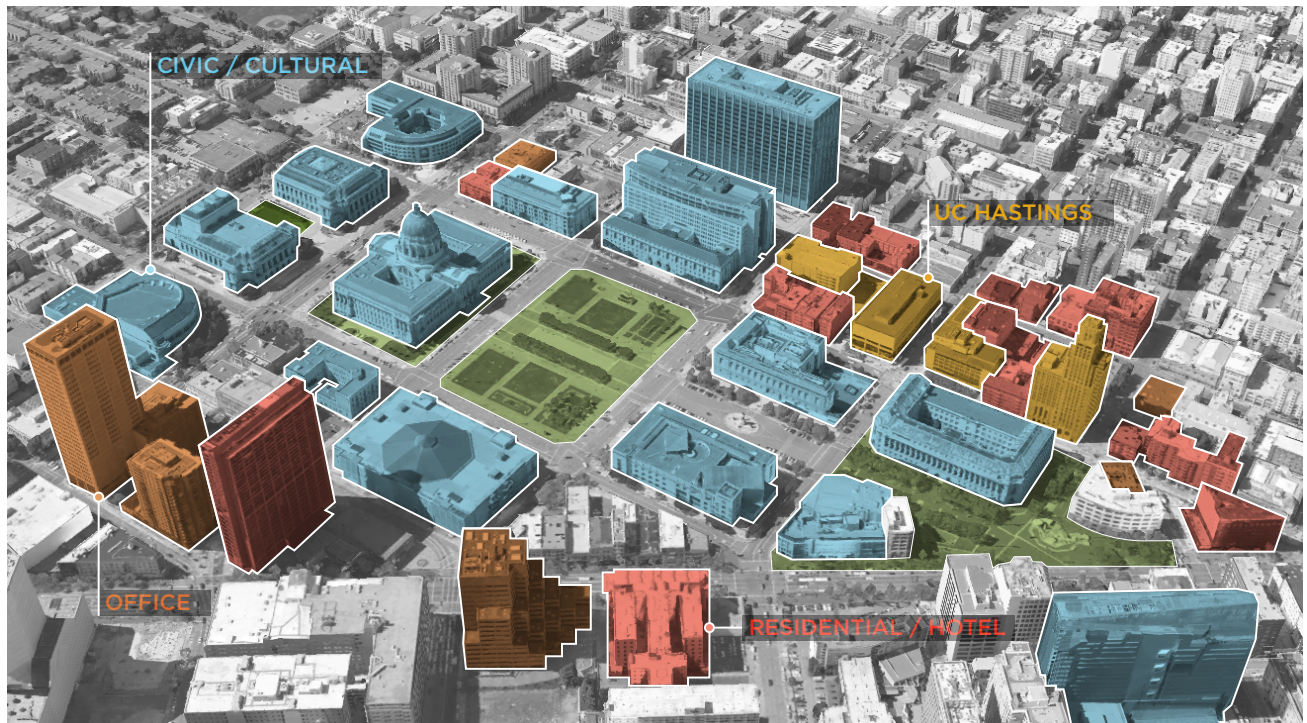


CAMPUS MAP





## CAMPUS MAP



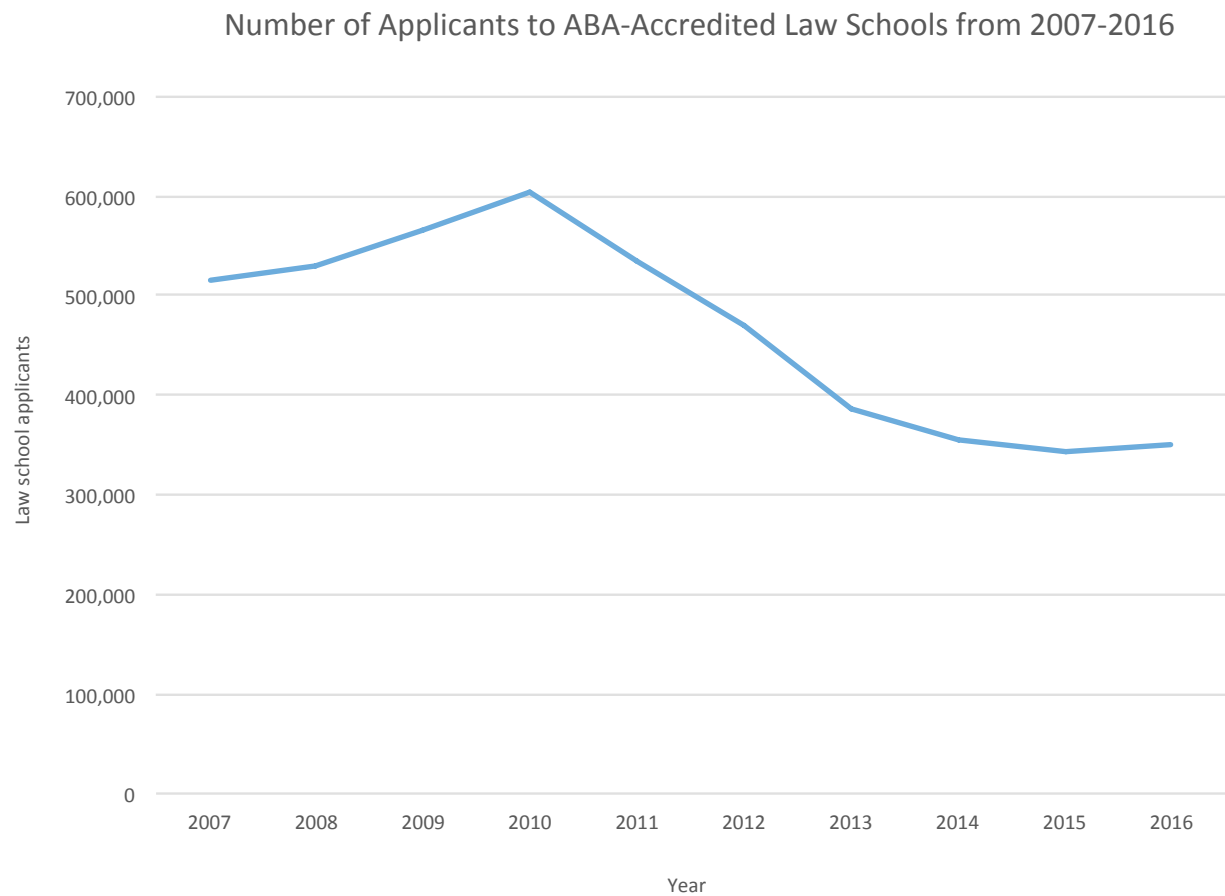


*APPENDIX C.*

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**ABA APPLICANTS**

ABA APPLICANTS



Source: Law School Admission Council





## **ACTION ITEM**

- 1. REPORT BY:** David Seward
- 2. SUBJECT:** Long Range Campus Plan – Adoption of Plan Variant B

**3. RECOMMENDATION:**

That the Board of Directors adopts Variant B as described in the Final Environmental Impact Report for purposes of implementing the Long Range Campus Plan and that plans going forward presume the demolition and redevelopment of the 198 McAllister and 50 Hyde Street parcels as described below.

**4. BACKGROUND:**

At its meeting of July 14, 2016, the Board of Directors certified the Final Environmental Impact Report (FEIR) for the Long Range Campus Plan (LRCP). The LRCP focuses on strategic enhancements of UC Hastings's infrastructure in order to complement the renaissance of the Mid-Market area and the changing face of the Tenderloin neighborhood and in support of an innovative approach to legal education. The LRCP also describes UC Hastings's efforts to achieve campus-wide code compliance and fire/life-safety objectives, as well as other space improvements to improve campus life for students, faculty, and staff.

The LRCP included the following major infrastructure projects:

1. 333 Golden Gate Avenue.

Construction of a new academic building at 333 Golden Gate Avenue. This new 57,000-gsf academic building would be the first development under the LRCP, scheduled to proceed design/build from mid-2017 through 2019, and would replace current academic operations at 198 McAllister Street.

2. 198 McAllister Street and 50 Hyde Street Annex.

- Variant A - Develop campus housing on the site of the 1953 structure at 198 McAllister and modernize of the adjoining 50 Hyde Street structure. Upon completion of the new academic building at 333 Golden Gate Avenue, the 198 McAllister Street building would be demolished to allow for construction of an approximately 13-story, 140-foot-tall 227,000-gsf campus housing building. The building would provide approximately 400 to 600 housing units, as well as approximately 15,000 sf of non-revenue-generating College-serving academic and instructional uses, and/or revenue-generating third-party retail uses on the ground floor. Under this variant the 50 Hyde Street building would be modernized to support College academic functions.



- Variant B - Redevelopment of the 198 McAllister Street and 50 Hyde Street sites with campus housing, including academic functionality of the lower levels of 50 Hyde Street. Under this variant, both the 198 McAllister and 50 Hyde Street buildings would be demolished upon completion of the new academic building at 333 Golden Gate Avenue and would allow for the extension of the proposed approximately 13-story, 140-foot-tall structure at 198 McAllister Street to also encompass the site of 50 Hyde Street as well. Development would result in an approximately 329,000-gsf campus housing building, providing between 525–770 units. Approximately 61,000 sf would be dedicated to academic, administrative, assembly, faculty, and multipurpose/support space and on the ground and second floors and other campus amenities.
3. Renovation and reconfiguration of the Tower and Great Hall at 100 McAllister Street as a Mixed-use facility. The Tower would benefit from seismic strengthening and general building interior upgrade and modernization. The building currently contains 252 units of housing accommodating approximately 280 residents. Upon completion of new campus housing, the Tower would be renovated increasing the total number of units to approximately 260–350.

With this action, staff will prepare a document, the *Long Range Campus Plan*, to codify this determination and make whatever other adjustments are felt necessary. This document will be presented to the Board of Directors at its December 2016 meeting.

## **5. PROPOSED RESOLUTION:**

Resolved, that the Board of Directors approves Variant B for purposes of implementing the Long Range Campus Plan and that plans going forward presume the demolition and redevelopment of the 198 McAllister and 50 Hyde Street parcels

## **REPORT ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** Year-End Investment Report – As of May 31, 2016 and June 30, 2016
- 3. REPORT:**

Attached is a performance summary of the investment pools managed by the Treasurer's Office of the University of California.

- The General Endowment Pool (GEP) experienced total returns of -2.17 percent as of May 31, 2016; and, -3.54 percent as of June 30, 2016. Total returns of 7.41 percent and -0.67 percent were attained in fiscal year 2014-15 and 2013-14 respectively.
- The Short Term Investment Pool (STIP) experienced total returns of 1.14 percent as of May 31, 2016; and, 1.24 percent as of June 30, 2016. Total returns of 1.41 percent and 1.61 percent were attained in fiscal year 2014-15 and 2013-14 respectively. STIP had a cash balance of \$5.2 million as of June 30, 2016; in the prior year, the balance was \$4.8 million.
- Total market value of the GEP-Operating Pool and GEP-Endowment decreased to \$68.6 million as of June 30, 2016 from \$72.4 million as of June 30, 2015, a reduction of \$3.8 million (-5.2%).

Attached is a summary of rates of Return – Unit Values issued by State Street Bank.

# Chief Investment Officer of the Regents

RATES OF RETURN - Unit Value

Periods Ending June 30, 2016

## GEP STIP UNIT VALUE RETURN SUMMARY REPORT



STATE STREET

TOTAL FUND	EMV	1 Month	3 Month	6 Month	FYTD	CYTD	1 Year	3 Year	5 Year	10 Year
GEP TOTAL - UNIT RETURN	9,109,840,135	-1.41	1.33	-1.01	-3.54	-1.01	-3.54	6.80	6.26	5.76
GEP TOTAL PLAN POLICY BENCHMARK		0.14	1.51	1.61	-1.75	1.61	-1.75	5.90	5.00	5.35
GEP Unit Rtn UC Foundations	9,109,840,135	-1.41	1.33	-1.01	-3.54	-1.01	-3.54	6.80	6.26	5.76
GEP TOTAL PLAN POLICY BENCHMARK		0.14	1.51	1.61	-1.75	1.61	-1.75	5.90	5.00	5.35
GEP TOTAL US PUBLIC EQUITIES	643,578,781	-3.14	1.61	-4.17	-7.46	-4.17	-7.46	7.95	9.71	6.20
U.S. EQUITY B-MARK R3000 TF		0.11	2.56	3.42	1.71	3.42	1.71	11.00	11.48	7.25
GEP TOTAL NON-US PUBLIC EQUITIES + EQ	1,116,954,587	-4.29	-3.82	-7.34	-15.08	-7.34	-15.08	-0.11	-0.41	1.93
NON-US EQUITIES POLICY BENCHMARK		-1.53	-0.64	-1.02	-10.24	-1.02	-10.24	1.16	0.10	1.87
GEP DEVELOPED NON US PUBLIC EQUITY	553,447,958	-8.47	-7.54	-12.87	-18.03	-12.87	-18.03	-0.75	0.02	1.36
BLENDED EAFE TF + CANADA INDEX		-3.15	-1.14	-3.23	-10.26	-3.23	-10.26	1.72	1.06	1.48
GEP EMERGING MARKET EQUITY	563,506,628	0.20	0.15	0.38	-11.48	0.38	-11.48	0.17	-1.95	4.13
EMERGING MARKETS EQUITY POLICY BENCHMARK		4.00	0.66	6.41	-12.05	6.41	-12.05	-1.56	-3.78	3.54
GEP GLOBAL EQUITY	2,371,323,250	-3.37	-0.11	-8.11	-10.27	-8.11	-10.27			
MSCI AC WORLD (NET)		-0.61	0.99	1.23	-3.73	1.23	-3.73			
GEP TOTAL FIXED INCOME W/ TIPS & DOLLAR	816,429,427	1.53	2.40	5.36	3.82	5.36	3.82	3.59	4.17	5.80
GEP TOTAL CORE FIXED INCOME	276,130,621	1.59	1.76	3.32	3.95	3.32	3.95	3.58	3.65	4.85
GEP FIXED INCOME POLICY BENCHMARK		1.80	2.21	5.31	6.00	5.31	6.00	4.06	3.76	5.13
GEP HIGH YIELD	285,956,216	0.87	3.40	6.38	2.38	6.38	2.38	4.75	6.45	
BofAML HY Cash Pay (Daily)		1.07	5.78	9.20	1.70	9.20	1.70	4.16	5.69	

# Chief Investment Officer of the Regents

RATES OF RETURN - Unit Value

Periods Ending June 30, 2016

## GEP STIP UNIT VALUE RETURN SUMMARY REPORT



STATE STREET

	EMV	1 Month	3 Month	6 Month	FYTD	CYTD	1 Year	3 Year	5 Year	10 Year
GEP EMERGING MARKET DEBT	46,539,361	3.79	2.15							
FI TOTAL EMERGING MKTS BENCHMARK (DAILY)		3.37	5.02							
GEP TIPS	207,803,229	1.83	1.60	5.63	4.05	5.63	4.05	2.33	2.68	5.02
UCR BC US TIPS (DAILY)		2.08	1.71	6.24	4.35	6.24	4.35	2.31	2.63	4.75
GEP BLACKROCK UNCONSTRAINED	0									
Barclays Aggregate (Daily)		1.80								
GEP TOTAL PRIVATE EQUITY	1,065,465,400	0.48	4.81	9.86	14.44	9.86	14.44	22.96	17.12	12.29
GEP PRIVATE EQUITY POLICY BENCHMARK		0.48	4.81	9.86	14.44	9.86	14.44	22.96	17.12	12.29
GEP AR - DIV - UNIT RETURN	1,655,976,745	-0.87	0.49	-1.49	-4.93	-1.49	-4.93	4.56	4.10	4.67
WEIGHTED HFRX (PREV. 30-DAY TBILL+4.5%)		-0.17	0.35	-4.47	-9.39	-4.47	-9.39	-0.31	-1.06	2.67
GEP REAL ASSETS	182,861,105	-1.73	-1.94	-10.60	-14.31	-10.60	-14.31	-3.60	-1.96	
GEP REAL ASSETS LAGGED BENCHMARK		-1.73	-1.94	-10.60	-14.31	-10.60	-14.31	-3.60	-1.96	
GEP TOTAL REAL ESTATE	538,288,140	3.43	5.47	5.27	10.76	5.27	10.76	13.65	12.40	2.89
GEP PRIVATE REAL ESTATE	538,288,140	3.43	5.47	5.27	10.76	5.27	10.76	13.69	12.66	2.66
GEP LIQUIDITY	633,779,884	0.08	0.24	0.52	1.10	0.52	1.10	1.32	1.53	17.35
UC US TWO YEAR TREASURY NOTE INCOME RETURN		0.07	0.22	0.44	0.78	0.44	0.78	0.52	0.41	1.32
STIP										
STIP - UNIT RETURN	7,918,912,648	0.10	0.30	0.61	1.24	0.61	1.24	1.42	1.74	2.68
STIP POLICY		0.06	0.16	0.33	0.58	0.33	0.58	0.39	0.31	1.27

# Chief Investment Officer of the Regents

RATES OF RETURN - Unit Value

Periods Ending June 30, 2016

## GEP STIP UNIT VALUE RETURN SUMMARY REPORT



STATE STREET

	EMV	1 Month	3 Month	6 Month	FYTD	CYTD	1 Year	3 Year	5 Year	10 Year
<b>PLANNED GIVING</b>										
PG FIXED INCOME POOL	30,992,545	1.58	2.21	5.29	5.95	5.29	5.95	4.43	4.54	5.75
<i>Barclays Aggregate Bond</i>		1.80	2.21	5.31	6.00	5.31	6.00	4.06	3.76	5.13
PG EAFE STATE ST INTL INDEX FUND	8,198,737	-3.22	-1.08	-3.16	-10.11	-3.16	-10.11	1.94	1.45	1.92
<i>BLENDED EAFE TF + CANADA INDEX</i>		-3.15	-1.14	-3.23	-10.26	-3.23	-10.26	1.72	1.06	1.48
PG RUSSELL 3000 INDEX FUND	30,124,576	0.08	2.54	3.48	1.96	3.48	1.96	11.18	11.68	7.43
<i>U.S. EQUITY B-MARK R3000 TF</i>		0.11	2.56	3.42	1.71	3.42	1.71	11.00	11.48	7.25

As of 6/30/16  
Foundation GASB information

Effective Duration

STIP	1.27
GEP	4.48
PG Fixed Income Pool	5.36

Foreign Currency Disclosure

	Total Holdings in \$'s	\$ Amount of Foreign Currency
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**STIP**

Fixed Income	8,301,982,750	0.00
Mortgages	319,038,374	0.00
	8,621,021,123	0.00

**GEP**

Fixed Income	949,940,668	-
Equity	1,554,372,147	725,647,745

Breakdown of Non-US Investments

Currency	%	US \$ Amount by Currency
EURO CURRENCY	37.88%	274,896,580
POUND STERLING	17.49%	126,896,171
JAPANESE YEN	12.75%	92,553,299
SWISS FRANC	5.23%	37,947,062
CANADIAN DOLLAR	5.15%	37,373,722
AUSTRALIAN DOLLAR	3.82%	27,684,318
SWEDISH KRONA	3.64%	26,386,718
SOUTH KOREAN WON	2.75%	19,931,388
NEW TAIWAN DOLLAR	2.25%	16,331,105
HONG KONG DOLLAR	1.75%	12,694,150
SOUTH AFRICAN RAND	1.24%	8,987,788
DANISH KRONE	0.86%	6,255,063
SINGAPORE DOLLAR	0.73%	5,294,786
MEXICAN PESO	0.71%	5,154,918
NORWEGIAN KRONE	0.69%	4,986,516
MALAYSIAN RINGGIT	0.52%	3,789,372
INDONESIAN RUPIAH	0.49%	3,533,812
THAILAND BAHT	0.42%	3,020,124
PHILIPPINE PESO	0.27%	1,939,075
TURKISH LIRA	0.26%	1,867,180
POLISH ZLOTY	0.22%	1,566,510
CHILEAN PESO	0.19%	1,373,532
NEW ISRAELI SHEQEL	0.18%	1,334,338
QATARI RIAL	0.17%	1,239,736
UAE DIRHAM	0.16%	1,141,284
NEW ZEALAND DOLLAR	0.11%	812,360
HUNGARIAN FORINT	0.04%	299,376
CZECH KORUNA	0.03%	207,089
COLOMBIAN PESO	0.02%	150,371
	100.00%	725,647,745

Private Equity	1,049,304,540	0
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Real Assets	182,861,118	9,145,044
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Breakdown of Non-US Investments  
Currency

CANADIAN DOLLAR	60%	5,516,969
EURO CURRENCY	40%	3,628,076
	100%	9,145,044

Absolute Return	2,107,862,770	0
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Commingled Funds - US Equity	412,078,438	0
Commingled Funds - Non -US Equity	1,649,051,821	1,649,051,821
Commingled Funds - US Bonds	25,755,753	0
Commingled Funds - Non-US Bonds	0	0
Commingled Funds - Balanced Fd	0	0
Commingled Funds - REIT	9,438,635	0
Commingled Funds - MM	217,493,964	0

Real Estate (Including REITs)	574,710,997	0
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Derivatives	(16,059,013.25)	(23,311,466)
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Breakdown of Non-US Investments  
Currency

US \$ Amount by Currency

AUSTRALIAN DOLLAR	-6.17%	1,438,886
POUND STERLING	-9.66%	2,252,313
EURO CURRENCY	-1.41%	329,194
CANADIAN DOLLAR	-0.14%	32,270
JAPANESE YEN	107.75%	(25,118,926)
SWEDISH KRONA	-0.42%	97,518
HONG KONG DOLLAR	9.19%	(2,142,305)
DANISH KRONE	-0.07%	17,004
NORWEGIAN KRONE	-0.02%	4,891
SWISS FRANC	1.06%	(246,167)
SINGAPORE DOLLAR	-0.10%	23,855
	100.00%	(23,311,466)

<b>Total GEP</b>	<b>8,716,811,837</b>	<b>2,360,533,144</b>
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**PG Fixed Income**

Fixed Income	29,201,059	0
Commingled MM	3,009,379	0
	32,210,438	

**PG Real Estate**

REITs	1,532,957	0
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**PG Derivatives**

Derivatives	2,976	706
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Breakdown of Non-US Investments  
Currency

US \$ Amount by Currency

AUSTRALIAN DOLLAR	8%	57
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POUND STERLING	213%	1,501
EURO CURRENCY	77%	545
CANADIAN DOLLAR	8%	56
JAPANESE YEN	-266%	(1,876)
SWEDISH KRONA	24%	169
HONG KONG DOLLAR	23%	163
DANISH KRONE	0%	-
NORWEGIAN KRONE	0%	-
SWISS FRANC	0%	-
SINGAPORE DOLLAR	13%	90
	100%	705.6

<b>PG Russell 3000 TF</b>	<b>28,333,976</b>	<b>0</b>
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<b>PG EAFE TF</b>	<b>7,886,550</b>	<b>8,132,923</b>
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Breakdown of Non-US Investments  
Country

%

US \$ Amount by currency

EURO CURRENCY	27.52%	2,238,040
JAPANESE YEN	21.46%	1,745,166
POUND STERLING	17.13%	1,393,176
SWISS FRANC	8.67%	704,898
CANADIAN DOLLAR	8.43%	685,761
AUSTRALIAN DOLLAR	6.90%	561,226
HONG KONG DOLLAR	2.93%	238,172
SWEDISH KRONA	2.49%	202,303
DANISH KRONE	1.86%	151,020
SINGAPORE DOLLAR	1.27%	102,994
NORWEGIAN KRONE	0.60%	48,786
NEW ISRAELI SHEQEL	0.58%	47,379
NEW ZEALAND DOLLAR	0.17%	14,001
	100.00%	8,132,923

<b>total PG</b>	<b>69,966,897</b>	<b>8,133,628</b>
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## **REPORT ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** 2015-16 Preliminary Year-end State Budget Report
- 3. REPORT:**

Attached is the preliminary year-end State budget report for 2015-16. Audited 2015-16 data will be presented in the college-wide *Financial Statements and Independent Auditors' Report* to be prepared by the College's auditors.

### **Revenues**

- Unrealized Gain/Loss on Investments – In 2015-16 the State's share of the change in market value of UC-GEP investments are unrealized losses at (\$1,047,775); in 2014-15 unrealized gains of \$1,408,222 were posted.
- Overhead Allowances – An element of the deficit reduction plan implemented 2015-16, Auxiliary Enterprises contributed 12 percent of revenue or \$977,207 as overhead to the state, an increase of \$776,468 over 2014-15 actual and \$7,038 over 2015-16 budget. Indirect costs allowed on federal and private grants contributed \$67,857 to state funds.

### **Expenses**

- Printing and Copier Service – Budgetary savings of \$140,000 from a total budget of \$400,000 in the External Relations (formerly Communications and Public Affairs) department are realized at year-end. The 2015-16 budget was augmented \$100,000 compared to 2014-15 actual \$298,866, allowing for new activities in addition to production of two issues of the Hastings magazine; 2015-16 actual expense at \$259,601 was \$39,265 less than 2014-15 (\$13,415 of that variance the result of expenditure instead categorized as advertising).
- Travel – Budgetary savings of \$241,000 or 32% are reported. Actual expenditures from default faculty professional development allocations in travel were realized in other reporting categories or remained unspent for a reported variance here of \$152,000. The balance remaining unspent includes \$43,000 from allocations to instructional programs (Moot Court, Graduate Division, CNDR), \$16,000 from student services, \$15,000 from academic support (Law Library, Academic Dean), and \$9,800 institutional support (e.g., Chancellor and Dean, General Counsel, Public Safety).
- Computer Software – Budgetary savings of \$208,000 result from a combination of reallocation to other reporting lines and unspent allocations. The budget included

\$250,000 for the new Time Reporting System; \$45,000 was reallocated to Temporary Help (Contracted) and software payment of \$19,440 was made with the budget balance carried forward to fund expense that will be incurred in 2016-17. Actual expenditures for the College's expense management software, Concur, were \$26,000 more than budgeted. Offsetting this budget deficit in Fiscal Services was \$28,650 in Information Technology budget surplus. \$50,000 budgeted for a new Classroom attendance system was instead redirected to fund \$45,000 in consultant services to research and analyze a part-time JD program.

- Other Contract Services – From the revised budget, \$78,000 was reallocated to other categories of expenditure (\$50,000 to software and \$28,000 to equipment maintenance) and \$13,000 was carried over to 2016-17. The remaining budgetary savings accrue from several departments having actual expenditures less than projected amounts.
- Financial Aid Grants – Of the \$520,000 budget for the Loan Repayment Assistance Program (LRAP/PICAP) expenditures were \$246,514. Here is a summary of items in this category:

Program	Revised Budget	Actual Expenditure	Budget Balance
JD Grants	11,411,970	11,409,516	2,454
JD Merit Awards	40,000	40,000	-
JD International Internships	36,000	31,200	4,800
LLM Grants	344,500	344,500	-
MSL Grants	12,330	12,330	-
LRAP/PICAP	520,000	246,514	273,486
Total	\$ 12,364,800	\$ 12,084,060	\$ 280,740

- Collection Costs – The budget of \$2,200 for loan collection costs was exceeded by \$2,222 with actual expense at \$4,422. Changes to allowances for doubtful accounts, non-cash accounting entries that are not budgeted, were posted; \$7,465 increase in the allowance for tuition and fees and (\$61,187) decrease for outstanding loans.

HASTINGS COLLEGE OF THE LAW  
State Budget Report -- 2015-16

8/3/2016

<b>REVENUES</b>	<b>Budget 2015-16</b>	<b>Revised Budget 2015-16</b>	<b>Preliminary Year-end Actual 2015-16</b>	<b>Year-end Actual as a Percent of Revised Budget</b>	<b>Year-end Actual 2014-15</b>
<b>State Appropriations</b>					
General Fund	10,644,000	10,644,000	10,644,000	100%	9,628,000
Lottery Fund	<u>170,000</u>	<u>125,000</u>	<u>140,243</u>	<u>112%</u>	<u>113,315</u>
Total	\$ 10,814,000	\$ 10,769,000	\$ 10,784,243	100%	\$ 9,741,315
<b>Tuition and Related Fees</b>					
Non-resident Tuition	582,000	691,000	681,999	99%	609,000
Registration Fee	38,050,250	38,308,714	38,246,959	100%	39,964,790
Veteran Fee Waivers	(632,804)	(707,776)	(751,344)	106%	(526,632)
LL.M. Tuition	1,211,250	1,053,137	1,059,558	101%	1,450,410
MSL Tuition	329,600	220,674	205,155	93%	325,145
Summer Legal Institute	469,200	419,771	612,221	146%	628,461
Other Student Fees	98,300	80,204	80,636	101%	100,110
Forfeited Deposits	-	-	-	--	<u>114,294</u>
Total	\$ 40,107,796	\$ 40,065,724	\$ 40,135,184	100%	\$ 42,665,578
<b>Scholarly Publications</b>					
Subscription Revenues	<u>85,200</u>	<u>85,200</u>	<u>98,481</u>	<u>116%</u>	<u>93,177</u>
Total	\$ 85,200	\$ 85,200	\$ 98,481	116%	\$ 93,177
<b>Other Income</b>					
Investment Income	287,000	187,000	217,920	117%	306,071
Realized Gain/Loss on Sale of Investments	-	-	18,812	--	-
Unrealized Gain/Loss on Investments	-	-	(1,047,775) *	--	1,408,222
Overhead Allowances	1,033,828	1,035,695	1,045,064 *	101%	283,972
Miscellaneous	<u>61,400</u>	<u>14,300</u>	<u>48,107</u>	<u>336%</u>	<u>23,474</u>
Total	\$ 1,382,228	\$ 1,236,995	\$ 282,128	23%	\$ 2,021,739
<b>Transfer from Other Funds</b>	\$ 313,285	\$ 365,788	\$ 365,781	100%	\$ 287,975
<b>Prior Year Reserve/Beginning Fund Balance</b>	<u>\$ 19,127,313</u>	<u>\$ 19,005,018</u>	<u>\$ 19,005,018</u>	<u>100%</u>	<u>\$ 17,806,328</u>
<b>TOTAL REVENUES</b>	\$ 71,829,822	\$ 71,527,725	\$ 70,670,835	99%	\$ 72,616,112

\*See attached narrative

HASTINGS COLLEGE OF THE LAW  
State Budget Report -- 2015-16

8/3/2016

<b>EXPENDITURES</b>	<b>Budget 2015-16</b>	<b>Revised Budget 2015-16</b>	<b>Preliminary Year-end Actual 2015-16</b>	<b>Year-end Actual as a Percent of Budget</b>	<b>Year-end Actual 2014-15</b>
Salaries & Wages	24,627,986	24,068,189	23,856,158	99%	24,956,003
Student Wages-Reg. & Work-study	536,829	542,265	396,064	73%	438,902
Staff Benefits	8,045,196	7,880,495	7,933,528	101%	41,331,166
Consultants	448,319	510,998	564,254	110%	542,252
Temporary Help (Contracted)	234,600	384,402	330,865	86%	456,962
Employee Development & Testing	152,850	154,634	153,809	99%	107,183
Recruiting & Advertising	217,463	147,058	137,582	94%	162,749
Audit, Legal, and Case Costs	245,000	242,515	278,877	115%	229,529
Insurance	297,661	290,544	285,844	98%	270,244
Printing & Copier Service	948,342	918,354	773,866	* 84%	892,834
Supplies	273,280	277,914	290,527	105%	269,779
Travel	781,581	753,056	511,901	* 68%	616,893
Dues & Subscriptions	194,743	209,838	249,538	119%	162,166
Events & Entertainment	207,540	239,145	233,248	98%	212,915
Computer Software	615,301	833,324	625,182	* 75%	534,387
Data Processing	124,163	121,336	111,373	92%	104,842
Info Retrieval & Bibliography Svc.	156,800	168,800	170,425	101%	164,345
Books & Bindings	1,101,898	1,099,668	1,098,306	100%	1,134,585
Equipment Maintenance	124,499	99,249	85,117	86%	125,876
Building Maintenance	941,066	930,271	939,071	101%	879,095
Other Contract Services	636,273	604,454	465,375	* 77%	540,795
Utilities	927,103	938,086	915,523	98%	946,646
Telephone	24,298	37,997	66,504	175%	54,339
Mail	85,757	84,814	64,207	76%	66,296
Misc. (Including Bank Fees)	220,114	228,634	261,795	115%	368,056
Equipment & Improvements	423,148	126,359	121,500	96%	207,957
Space & Equipment Rental	617,993	620,056	589,892	95%	592,775
Financial Aid Grants	13,103,054	12,364,800	12,084,060	* 98%	10,674,695
Collection Costs	2,200	2,200	(49,300)	* -2241%	34,043
Transfer to Other Funds	33,000	33,000	34,045	103%	3,816
<b>TOTAL EXPENDITURES</b>	<b>\$ 56,348,057</b>	<b>\$ 54,912,455</b>	<b>\$ 53,579,136</b>	<b>98%</b>	<b>\$ 87,082,125</b>

\*See attached narrative

## **REPORT ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** Core Operations – State Budget Planning for 2017-18
- 3. REPORT**

On an annual basis, the College submits its spending and revenue plan to the State of California's Department of Finance along with any requests for additional funding through its Budget Change Proposal process for both its operating (i.e., Support) and infrastructure (i.e., Capital Outlay) needs.

The following factors and considerations require discussion to help staff prepare a budget submittal reflective of the policy directives of the Board of Directors.

- The Governor's Multi-Year Funding Plan and Student Fees

A continuation of the Governor's funding plan is anticipated. The plan calls for increases applied to total Core Funding (student fees and General Fund support) of 2% annually. The Governor's plan assumes tuition charges for resident students remain flat. The upcoming year will be the sixth consecutive year of a flat General Enrollment Fee.

- Enrollment Management, Financial Aid & Tuition Discounting

The budget submittal, with a preliminary initial version forwarded to the Department of Finance in October and finalized in December 2016, will necessitate the formulation of enrollment as well as financial aid and tuition discounting planning assumptions. While placeholders can be factored into the initial submittal, final plans will need to be formulated by December 2016 to serve as the basis for review and analysis by the Department of Finance and the Legislature.

- Summer Public Interest Fellowships

President Janet Napolitano in April 2016 announced a system-wide fellowship program to support UC law students and graduates committed to practicing law in service to the public with a \$4.5 million annual allocation divided between UC Berkeley, UC Davis, UCLA and UC Irvine. UC Hastings is not eligible for these funds but has allocated an additional \$80,000 to supplement existing public interest summer loan and grant programs. Private fundraising, increased internal allocations and the submittal of a

Budget Change Proposal are options to maintain competitiveness in this area and to support summer positions more accessible for students who want to pursue public service legal careers. The student Hastings Advocacy Committee's direct ask of the Legislature the past few years has been funding of \$250,000 for public interest grant support.

- Employee Compensation & Collective Bargaining

Collective bargaining agreements with staff represented by AFSCME and AFT are set to expire on December 31, 2016; the last wage increase under the current agreement is 2.5% in January 2017. Contract expiration for AFSCME employees coincides with that contracts between AFSCME and UC system-wide. Non-represented employees were afforded a 2.5% "catch up" general salary increase in July 2016 as AFSCME and AFT were issued pay increases of 2.5% in January 2016 that non-represented employees did not receive. Base faculty pay scales lag behind those of the University of California by at least 3% with the last General Salary Adjustment was 1.5% in July 2015; Merit Salary Adjustments, including those resulting in tenure, have continued.

- Business System, Facility Improvement and Deferred Maintenance Projects

Funding sources for the new payroll system, UC Path, and other business system and institutional support projects (e.g., web redesign, etc.) will need to be identified. Hastings-funded capital and tenant improvements for state supported facilities (i.e., 333 Golden Gate, Kane Hall and Snodgrass Hall) will be a draw on reserves. Deferred maintenance needs should be substantially addressed by the \$2 million appropriation from the State of California in the 2016-17 budget.

- Capital Outlay & Five Year Infrastructure Plan

The College is required to submit on an annual basis an update of its Five-Year Infrastructure Plan which is the first step in the State's capital outlay process. The due date for this document at the Department of Finance is October 2016. A draft will be presented to the Board of Directors at its September 2016 meeting.

At its September meeting, the disposition of the 50 Hyde Street Annex will need to be formally determined by the Board of Directors. The EIR certified by the Board of Directors contemplated two options for the site: Renovation to preserve the building's existing functionality or its demolition to allow for the site's inclusion in the joint student housing venture with UCSF. Below are the project descriptions:

- Variant A - Redevelopment of the 198 McAllister Street site with campus housing, and modernization (emphasis added) of the adjoining 50 Hyde Street structure. Upon completion of the new academic building at 333 Golden Gate Avenue, the 198 McAllister Street building would be demolished to allow for construction of an approximately 13-story, 140-foot-tall 227,000-gsf campus housing building. The building would provide approximately 400 to 600 housing

units, as well as approximately 15,000 sf of ground floor College-serving academic and instructional uses, and/or revenue-generating third-party retail uses.

- Variant B - Redevelopment of the 198 McAllister Street and 50 Hyde Street sites with campus housing, including academic functionality of the lower levels. Under this variant, both the 198 McAllister and 50 Hyde Street buildings would be demolished (emphasis added) upon completion of the new academic building at h333 Golden Gate Avenue and would allow for the extension of the proposed approximately 13-story, 140-foot-tall structure at 198 McAllister Street to encompass site of 50 Hyde Street as well. Development would result in an approximately 329,000-gsf campus housing building, providing between 525–770 units. Approximately 61,000 sf would be dedicated to academic, administrative, assembly, faculty, and multipurpose/support space on the ground and second floors to replace the existing 50 Hyde Street facilities.

Budget planning for the upcoming fiscal year needs to take into consideration these factors so as to make the budget process a strategic tool to move forward the College's agenda.

## **REPORT ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** 2015-16 Preliminary Year-end Nonstate Budget Report
- 3. REPORT:**

Attached is the year-end non-state budget report for 2015-16. Expenditure data represents preliminary figures; audited 2015-16 data will be presented in the *Financial Statements and Independent Auditors' Report* to be prepared by the College's auditors.

This report is divided into the following categories of non-state funds:

- Restricted Funds
- Unrestricted Funds

## **RESTRICTED FUNDS**

This report includes all non-state current-use funds having restrictions imposed upon them from external sources, such as donors or granting agencies. Major budget variances are outlined below.

### **Revenues**

- Grants and Contracts – The beginning budget reflected expectations of new grant and contract revenues to be received in the 2015-16 fiscal year. Included in the preliminary year-end actual are revenues received in 2014-15 but deferred to support expenditure in 2015-16 at \$548,209. The 2015-16 federal college work-study program grant was \$29,183 more than budgeted.

### **Expenses**

- Scholarships and Fellowships – The 2015-16 budget was \$2 million and actual awards to students totaled \$1.5 million. The unexpended amounts have been rolled forward and re-budgeted for expenditure in 2016-17 and include the O'Neill, General Scholarship, Anonymous, Innovation Law Clinic, Olivier, Abascal and Towne Scholarship funds. The Tony Patino Memorial Fellowship Trust pass-through awards were budgeted at \$90,000 but awarded at \$75,000. Not budgeted but funded through the Hastings Public Interest Law Foundation student organization were \$43,000 in public interest fellowship grants.



### **Nonoperating Revenues/(Expenses)**

- Donations – The 2015-16 budget for donations reflected gifts from recurring or known sources. Significant gifts received support these funds (amounts list here are before deduction of 5% gift processing fee):
  - \$303,661 General Scholarship
  - \$250,000 Kenneth E. Olivier '77 Scholarship
  - \$193,300 Center for Gender and Refugee Studies (\$103K more than budgeted)
  - \$106,908 Joseph Grodin Tribute Fund
  - \$64,641 to various student organizations

### **UNRESTRICTED FUNDS**

This report includes all non-state current-use funds that do not have restrictions imposed upon them from external sources. These funds include gifts given without restriction such as the UC Hastings Foundation support in the form of block grants for support of Institutional Advancement and Alumni Office functions. In addition, funds generated that support the budget of individual programs such as the On-Campus Interview Program, research centers, and conferences are also recorded here. Miscellaneous revenue sources such as student application fees, classroom rental and vending machine commissions fund programs that may not have income of their own such as academic conferences, student and college-wide events, and administrative support funds. Designated Funds, those funds restricted as to use by the Board of Directors (e.g., Digardi Professorship, Hastings Chair, PICAP) are also categorized as unrestricted current-use funds because it is within the Board's power to remove such restrictions.

### **Revenues**

- Dues/Memberships – The Center for WorkLife Law membership program providing training, resources and tools to help law firms and corporations better support, retain and advance women was projected to receive \$180,000 but actual revenues were \$265,975.

### **Nonoperating Revenues / (Expenses)**

- UCH Foundation Grants and Other Gifts/Grants – The block grant from the UC Hastings Foundation was budgeted at \$887,000 but unrestricted contributions fell short and the actual grant funded was \$756,000. Not budgeted but received were gifts totaling \$95,167 supporting various programs including the Justice Marvin Baxter fund (\$51,164) and the Ambassador J. Christopher Stevens '89 Symposium (\$28,935). Gift processing fees are included net \$99,000.
- Unrealized Gain/Loss on Investments – In 2015-16 the nonstate unrestricted fund's share of the change in market value of UC-GEP investments are unrealized losses of \$299,964; in 2014-15 unrealized gains of \$414,263 were posted.

HASTINGS COLLEGE OF THE LAW  
**Non-State Budget, Restricted Funds -- 2015-16**

	<b>Budget 2015-16</b>	<b>Preliminary Year-end Actual 2015-16</b>	<b>Preliminary Year-end Actual as a Percent of Budget</b>	<b>Year-end Actual 2014-15</b>
<b>REVENUES</b>				
Grants and Contracts	\$ 1,275,886	\$ 1,859,622 *	146%	\$ 1,277,935
Other Income	1,912	254,077	13289%	62,532
<b>TOTAL OPERATING REVENUES</b>	<b>\$ 1,277,798</b>	<b>\$ 2,113,699</b>	<b>165%</b>	<b>\$ 1,340,467</b>
<b>EXPENSES</b>				
Instruction and Research				
Salaries and Benefits	2,023,596	1,907,555	94%	1,602,905
Program Support	629,768	544,164	86%	565,036
Public and Professional Services				
Salaries and Benefits	164,933	177,256	107%	173,109
Program Support	41,812	30,080	72%	67,694
Academic Support				
Salaries and Benefits	-	-	--	-
Program Support	-	-	--	-
Student Services				
Salaries and Benefits	7,520	94	1%	-
Program Support	69,375	6,385	9%	5,605
Institutional and Building Support				
Salaries and Benefits	4,048	-	0%	37,671
Program Support	29,673	6,994	24%	9,073
Financial Aid				
Salaries and Benefits	97,446	97,851	100%	97,446
Program Support	34,326	4,312	13%	32,781
Administrative Overhead	142,446	167,224	117%	106,068
Scholarships and Fellowships	2,042,239	1,485,793 *	73%	1,308,989
Student Organizations	-	126,450	--	166,918
<b>TOTAL OPERATINGEXPENSES</b>	<b>\$ 5,287,182</b>	<b>\$ 4,554,158</b>	<b>86%</b>	<b>\$ 4,173,294</b>
<b>NET OPERATIONS</b>	<b>\$ (4,009,384)</b>	<b>\$ (2,440,459)</b>	<b>61%</b>	<b>\$ (2,832,827)</b>
<b>NONOPERATING REVENUES (EXPENSES)</b>				
Donations	\$ 554,452	\$ 1,836,723 *	331%	\$ 1,782,710
Investment Income	13,000	8,503	65%	12,605
Endowment Payout	920,871	1,004,888	109%	911,383
Realized Gain/Loss on Sale of Investments	-	418	--	(137)
Unrealized Gain/Loss on Investments	-	(32,668)	--	43,986
Net Transfers to/from Other Funds	(174,776)	36,190	-21%	1,964,761
<b>TOTAL NONOPERATING REVENUES (EXPENSES)</b>	<b>\$ 1,313,547</b>	<b>\$ 2,854,054</b>	<b>217%</b>	<b>\$ 4,715,309</b>
<b>TOTAL CHANGE IN NET ASSETS</b>	<b>\$ (2,695,837)</b>	<b>\$ 413,595</b>	<b>-15%</b>	<b>\$ 1,882,481</b>

\*See attached narrative.

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HASTINGS COLLEGE OF THE LAW  
**Non-State Budget, Unrestricted Funds -- 2015-16**

	Beginning Budget 2015-16	Revised Budget 2015-16	Preliminary Year-end Actual 2015-16	Preliminary Year-end Actual as a Percent of Revised Budget	Year-end Actual 2014-15
<b>REVENUES</b>					
Dues/Memberships	\$ 180,000	\$ 180,000	\$ 265,975 *	148%	\$ 197,500
Fees	211,440	211,440	233,821	111%	432,283
Other Income	355,425	355,425	372,541	105%	294,801
Overhead Allowances	152,000	152,000	170,492	112%	112,920
<b>TOTAL OPERATING REVENUES</b>	<b>\$ 898,865</b>	<b>\$ 898,865</b>	<b>\$ 1,042,830</b>	<b>116%</b>	<b>\$ 1,037,503</b>
<b>EXPENSES</b>					
Instruction and Research					
Salaries and Benefits	384,947	384,947	323,139	84%	219,091
Program Support	291,606	291,606	356,986	122%	305,592
Public and Professional Services					
Salaries and Benefits	2,000	2,000	-	0%	-
Program Support	46,196	46,196	20,836	45%	8,299
Academic Support					
Salaries and Benefits	11,500	11,500	1,700	15%	10,000
Program Support	69,200	69,200	54,389	79%	88,932
Student Services					
Salaries and Benefits	-	-	-	--	64,659
Program Support	185,567	185,567	121,461	65%	166,680
Institutional and Building Support					
Salaries and Benefits	872,070	893,834	809,443	91%	759,606
Program Support	1,506,446	1,859,682	1,819,267	98%	1,010,654
Financial Aid					
Scholarships and Fellowships	39,222	119,222	109,257	92%	55,176
Program Support	3,687	3,687	4,105	111%	3,687
<b>TOTAL OPERATING EXPENSES</b>	<b>\$ 3,412,441</b>	<b>\$ 3,867,441</b>	<b>\$ 3,620,583</b>	<b>94%</b>	<b>\$ 2,692,376</b>
<b>NET OPERATIONS</b>	<b>\$ (2,513,576)</b>	<b>\$ (2,968,576)</b>	<b>\$ (2,577,753)</b>	<b>87%</b>	<b>\$ (1,654,873)</b>
<b>NONOPERATING REVENUES (EXPENSES)</b>					
UCH Foundation Grants and Other Gifts/Grants	925,064	925,064	969,680 *	105%	1,147,627
Investment Income	68,239	68,239	60,222	88%	86,057
Endowment Payout	217,695	217,695	241,801	111%	217,694
Endowment Management Fee	80,098	80,098	88,906	111%	80,098
Realized Gain/Loss on Sale of Investments	-	-	5,481	--	-
Unrealized Gain/Loss on Investments	-	-	(299,964)	--	414,263
Net Transfers to/from Other Funds	194,524	194,524	206,979	106%	(34,232)
<b>TOTAL NONOPERATING REVENUES (EXPENSES)</b>	<b>\$ 1,485,620</b>	<b>\$ 1,485,620</b>	<b>\$ 1,273,106</b>	<b>86%</b>	<b>\$ 1,911,506</b>
<b>TOTAL CHANGE IN NET ASSETS</b>	<b>\$ (1,027,956)</b>	<b>\$ (1,482,956)</b>	<b>\$ (1,304,647)</b>	<b>88%</b>	<b>\$ 256,633</b>

\*See attached narrative.

**REPORT ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** Update on Long Range Campus Plan
- 3. REPORT:**

An oral report will be presented on implementation efforts related to the Long Range Campus Plan.

**REPORT ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** Insurance Coverage for 2016-17
- 3. REPORT:**

Attached is a report summarizing each of the lines of coverage maintained by the College for 2016-17 prepared by its broker, Alliant Insurance Services, Inc.

# UC Hastings College of the Law

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## Insurance Program Renewal 2016-2017 Insurance Proposals

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Proudly Presented by:

Daniel Howell  
Senior Executive Vice President

David Evans  
First Vice President



100 Pine Street, 11<sup>th</sup> Floor  
San Francisco, CA 94111  
(415) 403-1400 / Fax # (415) 874-4812

Alliant Insurance Services, Inc.  
CA License No. 0C36861  
[www.alliant.com](http://www.alliant.com)



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June 23, 2016

Mr. David Seward  
Chief Financial Officer  
UC Hastings College of the Law  
200 McAllister Street  
San Francisco, CA 94102

## 2016/2017 INSURANCE PROGRAM RENEWAL PROPOSALS

Dear David,

Alliant Insurance Services is pleased to present renewal proposals for UC Hastings Liability, Property and Workers' Compensation Insurance Program effective July 1, 2016. Despite an increase in property insurance costs due to loss experience, there is an overall decrease in cost due to the workers' compensation savings.

Line of Coverage	Carrier	2015/2016 Bound Premium	2016/2017 Proposed Premium	% Change	\$ Change
General Liability	United Educators	\$58,814.00	\$59,240.00	0.72%	\$426
Excess Liability	United Educators	93,388.00	93,133.00	-0.27%	(255)
Educators Legal	United Educators	109,923.00	109,623.00	-0.27%	(300)
Licensed Professional Liability	United Educators	7,827.00	7,414.00	-5.28%	(413)
Prof. Liability (Medical Clinic)	Darwin	12,871.82	12,871.82	0.00%	Flat
Prof. Liability (Medical Clinic)	Darwin	20,640.00	20,640.00	0.00%	Flat
Auto Liability (3 units)	State of CA	1,647.00	1,659.00	0.73%	12
Property	PEPIP	178,777.00	196,342.00	9.83%	17,565
Crime	National Union	2,950.00	2,950.00	0.00%	Flat
Workers' Compensation	CSAC-EIA	123,360.00	93,066.00	-24.56%	(30,294)
Garage Keepers Legal Liability	AIX Specialty	7,740.00	8,772.00	13.33%	1,032
United Educators Dividend		(6,764.00)	(7,299.88)		
		<b>\$611,173.82</b>	<b>\$598,410.94</b>	<b>-2.09%</b>	<b>\$(12,763)</b>

### LIABILITY PROGRAM – United Educators

(General Liability, Excess Liability, Educators Legal Liability and Licensed Professional Liability)

United Educators is again quoting small increases to members this year. UE is a stable provider and does pay dividends to members if the premiums collected plus investment income exceed claims. While the overall casualty market is somewhat soft this year, a change from UE would mean losing the extensive higher education resources available to UE members as well as the responsive claims services of which UC Hastings is aware.

We believe UCH should consider adding limits to its excess liability program this year. While a \$15 million limit for Educator's Legal Liability (ELL) is a reasonable limit to maintain for an organization of UCH's size, Alliant has extensive experience in the California public sector and





we think additional ELL limits would not be out of line. Similarly, the General liability limit of \$35 million can be increased for a reasonable cost. We consider the dormitory exposure a significant risk and advise additional limits if affordable. UE has a maximum capacity of \$40 million and has provided the following limits options.

- Educators Legal Liability Limits – UE has quoted the following:
  - \$20,000,000 Limit at \$112,208 Annual Premium
  - \$25,000,000 Limit at \$114,985 Annual Premium
  - \$40,000,000 Limit at \$130,968 Annual Premium
- Excess Liability – UE has quoted the following:
  - \$40,000,000 Limit at \$96,344 Annual Premium

As we have discussed in the past, there's not a clear answer to how much limits are enough. I can advise that litigation costs continue to rise and outpace inflation. Also, due to UE's reinsurance treaty structure, their pricing for additional limits is definitely lower than what would be available in the market.

#### ***Dividend Distribution Information 2016***

On March 14, 2016, the UE Subscriber Advisory Board voted to again distribute dividends to United Educators (UE) members for the sixth consecutive year. The dividend distribution is an important benefit of ownership with UE and highlights our financial strength while reinforcing UE as a solid, long-term investment for members.

Dividend distributions are based on the balance in a member's Subscriber Savings Account (SSA) as of March 14, 2016 and will be payable 45 days after policy renewal. The amount for UC Hastings will be: \$7,299.88.

Members are encouraged to expedite receipt of their dividend distribution by having funds electronically deposited. For an Authorization for Direct Payment form for members and more information on SSAs and the 2016 Dividend Distribution, visit [www.ue.org](http://www.ue.org) <<http://www.ue.org>>.

#### **Medical Professional Liability (Clinics)**

The Medical Professional liability policies are essentially flat and this market remains soft. UC Hastings purchases coverage to a limit of \$5,000,000 which we believe is prudent for the scope of the exposure and clientele.

#### **Auto**

The State of California Auto Liability program remains an incredible value, providing unlimited coverage for UCH owned and non-owned vehicles operated by UCH employees. Note that non-employee drivers are only covered to \$1 million and the UE program would pick up the non-employee driver exposure excess of \$1 million. Also, the State program has a directive that rental cars be primarily retained via the State's agreement with Enterprise as that agreement affords primary liability coverage and auto physical damage coverage. Please let us know if you would like information on the Enterprise rental car program. Note that UCH does not have auto physical damage coverage for its three owned units. This can be obtained via the Property insurance program or via the Alliant APD program with a lower deductible. Please let us know whether you would like physical damage coverage on these vehicles.



## Property

The property insurance market remains stable, with some softness for accounts with losses. UC Hastings experienced a loss within the past five years and the underwriter has added a premium increase to account for the loss history. The APIP program remains an excellent value and also offers flexibility as Hastings moves towards renewal of capital facilities.

## Crime

Alliant's Crime Insurance Program (ACIP) has been quoted by AIG, the incumbent lead at \$1 Million limit. While ACIP has provided a flat renewal, we also approached CSAC Excess Insurance Authority (EIA) for a pricing indication as we discussed at last year's renewal. The CSAC EIA's group crime program can offer increased limits at \$15 Million with two different deductible options as follows:

- \$2,500 Deductible at \$7,885 Annual Premium
- \$25,000 Deductible at \$7,359 Annual Premium

## Excess Workers' Compensation

CSAC EIA remains the only solution offering UC Hastings the combination of self-insured status with a low self-insured retention (SIR) at \$250,000. The EIA has communicated its program cost expectations regularly throughout the year. This year's renewal includes a decrease driven by payroll reduction and also EIA has a new Education Tower in its excess workers' compensation program that resulted in a reduced excess insurance rate.

## Garage Keepers' Liability

The Garage Keeper's Liability program increased by \$1,032 due to a change in the program underwriter's minimum premium. We inquired with other markets to find a lower cost, but did not receive any lower cost offers. Note that the current underwriter implemented a minimum premium of \$10,000, and relented to \$8,500 for this year. As a result, we need to plan for a further increase next year or find a lower cost market.

David, it is pleasure to work with you and the entire team at UC Hastings. We appreciate the opportunity to serve the College and look forward to working with you during the year.

Very Truly Yours,

Daniel J. Howell  
Senior Executive Vice President  
415-403-1426

David Evans  
First Vice President  
415-403-1484



## PRIMARY GENERAL LIABILITY

### UC Hastings College of the Law

INSURANCE COMPANY:	<i>United Educators Reciprocal Risk Retention Group</i>
A.M. BEST RATING:	A IX
STANDARD & POORS RATING:	Not Rated
CALIFORNIA STATUS:	Admitted
POLICY / COVERAGE TERM:	July 1, 2016 – July 1, 2017

Limit of Liability	\$ 1,000,000	Each Occurrence
	\$ 3,000,000	Annual Aggregate
	\$ 1,000,000	Fire Legal Liability Each Occurrence

Deductible:	\$ 5,000	All Other Occurrence
	\$ 5,000	Property Damage
	\$ 5,000	Medical Payments

Total Annual Premium:	\$ 59,240.00	Policy Premium
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#### Key Features of Coverage:

- Worldwide territory – not limited to suits brought in the U.S.
- Athletic event liability – including injury to participants
- Professional liability – allied health personnel such as nurses and athletic trainers, claims made
- Police professional liability – for armed security guards
- Medical payments expense - \$5,000 per person – subject to any applicable deductible
- Fire legal liability - \$1,000,000 per occurrence including water damage resulting from fire
- Sudden and accidental above-ground pollution (including bodily injury in laboratories)
- Liquor liability
- Foreign auto liability for rentals (120 day limit)
- Watercraft (non-submersible) up to 50 feet and rowing shells
- Corporal punishment, sexual assault/molestation (perpetrator excluded), occurrence form
- Personal and advertising injury
- Non-cancelable except for non-payment of premium
- **60-days notice of cancellation and non-renewal**
- Defense costs outside limit of liability
- Duty to defend and United Educators has the right to appoint defense counsel
- Employee Benefits errors and omissions coverage



Endorsements:

Additional Insured Endorsement.....	CGL 502I
Terrorism Risk Insurance Act - Disclosure Statement .....	CGL761G
Policy Correction Endt (Corrected Definition) .....	CGL640G
Amended Employee Benefits Liability (Full Limit) .....	CGL661L
Seamless Coverage Endorsement (CGL with UE ELL) .....	CGL667C
Amended Ded and Reporting Provisions .....	CGL674R
ProResponse Endorsement.....	CGL727S
Amended Definition of Occurrence.....	CGL740F
Amended Renewal Provisions .....	CGL741G
UE Change of Address .....	CGL744N

To issue and release the policy, we will need to submit the following:

1. Written confirmation of order, including quote option (if applicable).
2. Additional information relating to incomplete/unclear responses to application questions previously referenced.
3. Updated broker contact information.



## Disclosures

**This proposal of insurance is provided as a matter of convenience and information only. All information included in this proposal, including but not limited to personal and real property values, locations, operations, products, data, automobile schedules, financial data and loss experience, is based on facts and representations supplied to Alliant Insurance Services, Inc. by you. This proposal does not reflect any independent study or investigation by Alliant Insurance Services, Inc. or its agents and employees.**

**Please be advised that this proposal is also expressly conditioned on there being no material change in the risk between the date of this proposal and the inception date of the proposed policy (including the occurrence of any claim or notice of circumstances that may give rise to a claim under any policy which the policy being proposed is a renewal or replacement). In the event of such change of risk, the insurer may, at its sole discretion, modify, or withdraw this proposal, whether or not this offer has already been accepted.**

**This proposal is not confirmation of insurance and does not add to, extend, amend, change, or alter any coverage in any actual policy of insurance you may have. All existing policy terms, conditions, exclusions, and limitations apply. For specific information regarding your insurance coverage, please refer to the policy itself. Alliant Insurance Services, Inc. will not be liable for any claims arising from or related to information included in or omitted from this proposal of insurance.**

Alliant embraces a policy of transparency with respect to its compensation from insurance transactions. Details on our compensation policy, including the types of income that Alliant may earn on a placement, are available on our website at [www.alliant.com](http://www.alliant.com). For a copy of our policy or for any inquiries regarding compensation issues pertaining to your account you may also contact us at: Alliant Insurance Services, Inc., Attention: General Counsel, 701 B Street, 6th Floor, San Diego, CA 92101.

Analyzing insurers' over-all performance and financial strength is a task that requires specialized skills and in-depth technical understanding of all aspects of insurance company finances and operations. Insurance brokerages such as Alliant Insurance typically rely upon rating agencies for this type of market analysis. Both A.M. Best and Standard and Poor's have been industry leaders in this area for many decades, utilizing a combination of quantitative and qualitative analysis of the information available in formulating their ratings.

A.M. Best has an extensive database of nearly 6,000 Life/Health, Property Casualty and International companies. You can visit them at [www.ambest.com](http://www.ambest.com). For additional information regarding insurer financial strength ratings visit Standard and Poor's website at [www.standardandpoors.com](http://www.standardandpoors.com).

Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.



## NY Regulation 194

Alliant Insurance Services, Inc. is an insurance producer licensed by the State of New York. Insurance producers are authorized by their license to confer with insurance purchasers about the benefits, terms and conditions of insurance contracts; to offer advice concerning the substantive benefits of particular insurance contracts; to sell insurance; and to obtain insurance for purchasers. The role of the producer in any particular transaction typically involves one or more of these activities.

Compensation will be paid to the producer, based on the insurance contract the producer sells. Depending on the insurer(s) and insurance contract(s) the purchaser selects, compensation will be paid by the insurer(s) selling the insurance contract or by another third party. Such compensation may vary depending on a number of factors, including the insurance contract(s) and the insurer(s) the purchaser selects. In some cases, other factors such as the volume of business a producer provides to an insurer or the profitability of insurance contracts a producer provides to an insurer also may affect compensation.

The insurance purchaser may obtain information about compensation expected to be received by the producer based in whole or in part on the sale of insurance to the purchaser, and (if applicable) compensation expected to be received based in whole or in part on any alternative quotes presented to the purchaser by the producer, by requesting such information from the producer.

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## Other Disclosures / Disclaimers

### FATCA:

The Foreign Account Tax Compliance Act (FATCA) requires the notification of certain financial accounts to the United States Internal Revenue Service. Alliant does not provide tax advice so please contact your tax consultant for your obligation regarding FATCA.

### Claims Reporting:

Your policy will come with specific claim reporting requirements. Please make sure you understand these obligations. Contact your Alliant Service Team with any questions.

### Changes and Developments

It is important that we be advised of any changes in your operations, which may have a bearing on the validity and/or adequacy of your insurance. The types of changes that concern us include, but are not limited to, those listed below:

- Changes in any operations such as expansion to another states, new products, or new applications of existing products.
- Travel to any state not previously disclosed.
- Mergers and/or acquisition of new companies and any change in business ownership, including percentages.
- Any newly assumed contractual liability, granting of indemnities or hold harmless agreements.
- Any changes in existing premises including vacancy, whether temporary or permanent, alterations, demolition, etc. Also, any new premises either purchased, constructed or occupied
- Circumstances which may require an increased liability insurance limit.
- Any changes in fire or theft protection such as the installation of or disconnection of sprinkler systems, burglar alarms, etc. This includes any alterations to the system.
- Immediate notification of any changes to a scheduled of equipment, property, vehicles, electronic data processing, etc.
- Property of yours that is in transit, unless previously discussed and/or currently insured.



## Certificates / Evidence of Insurance

A certificate is issued as a matter of information only and confers no rights upon the certificate holder. The certificate does not affirmatively or negatively amend, extend or alter the coverage afforded by a policy. Nor does it constitute a contract between the issuing insurer(s), authorized representative, producer or certificate holder.

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- There may be conflicts in defense when your insurer has to defend both you and the additional insured.



## EXCESS LIABILITY

### UC Hastings College of the Law

INSURANCE COMPANY:	<i>United Educators Reciprocal Risk Retention Group</i>
A.M. BEST RATING:	A IX
STANDARD & POORS RATING:	Not Rated
CALIFORNIA STATUS:	Admitted
POLICY / COVERAGE TERM:	July 1, 2016 – July 1, 2017

Limit of Liability:

**Option 1**

\$35,000,000	Each Occurrence
\$35,000,000	Product, Completed Operations, and Employee Occupational Disease Annual Aggregate
\$35,000,000	Sexual Molestation Annual Aggregate
\$35,000,000	Athletic Traumatic Brain Injury Annual Aggregate

**Option 2**

\$40,000,000	Each Occurrence
\$40,000,000	Product, Completed Operations, and Employee Occupational Disease Annual Aggregate
\$40,000,000	Sexual Molestation Annual Aggregate
\$40,000,000	Athletic Traumatic Brain Injury Annual Aggregate

**Option 3**

\$30,000,000	Each Occurrence
\$30,000,000	Product, Completed Operations, and Employee Occupational Disease Annual Aggregate
\$30,000,000	Sexual Molestation Annual Aggregate
\$30,000,000	Athletic Traumatic Brain Injury Annual Aggregate

Underlying Limit:	\$ 1,000,000	Each Occurrence
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Total Annual Premium:

**Option 1**

\$ 93,133.00	Policy Premium
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**Option 2**

\$ 96,344.00	Policy Premium
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**Option 3**

\$ 89,921.00	Policy Premium
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Key Features of Coverage:

- Worldwide territory - not limited to suits brought in the United States
- General liability (including products and completed operations), automobile liability and employer's liability
- Athletic event liability - including injury to participants
- Professional liability of employees in student infirmaries
- Security forces liability
- Sudden and accidental above-ground pollution (including bodily injury in laboratories)
- Liquor liability
- Watercraft (non-submersible) up to 50 feet and rowing shells
- Corporal punishment, sexual assault/molestation (perpetrator excluded)-full policy limits
- Personal and advertising injury
- Punitive damages (where legally insurable)
- No general aggregate limit of liability
- Defense costs inside limit of liability

Endorsements:

Additional Insured.....	GLX501I
Property Damage Exception.....	GLX542C
Coordination of Coverage Endorsement (LPL/GLX/ELL).....	GLX683C
Policy Correction Endorsement.....	GLX692G
Seamless Coverage Endorsement.....	GLX716C
Amended Definition of Occurrence.....	GLX817L
Amended Renewal Provisions.....	GLX818G
UE Change of Address.....	GLX822N
Terrorism Risk Insurance Act – Disclosure Statement.....	GLX841G



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Analyzing insurers' over-all performance and financial strength is a task that requires specialized skills and in-depth technical understanding of all aspects of insurance company finances and operations. Insurance brokerages such as Alliant Insurance typically rely upon rating agencies for this type of market analysis. Both A.M. Best and Standard and Poor's have been industry leaders in this area for many decades, utilizing a combination of quantitative and qualitative analysis of the information available in formulating their ratings.

A.M. Best has an extensive database of nearly 6,000 Life/Health, Property Casualty and International companies. You can visit them at [www.ambest.com](http://www.ambest.com). For additional information regarding insurer financial strength ratings visit Standard and Poor's website at [www.standardandpoors.com](http://www.standardandpoors.com).

Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.



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## Other Disclosures / Disclaimers

### FATCA:

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### Claims Reporting:

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- Any newly assumed contractual liability, granting of indemnities or hold harmless agreements.
- Any changes in existing premises including vacancy, whether temporary or permanent, alterations, demolition, etc. Also, any new premises either purchased, constructed or occupied
- Circumstances which may require an increased liability insurance limit.
- Any changes in fire or theft protection such as the installation of or disconnection of sprinkler systems, burglar alarms, etc. This includes any alterations to the system.
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## EDUCATORS LEGAL LIABILITY

### UC Hastings College of the Law

INSURANCE COMPANY:	<i>United Educators Reciprocal Risk Retention Group</i>
A.M. BEST RATING:	A IX
STANDARD & POORS RATING:	Not Rated
CALIFORNIA STATUS:	Admitted
POLICY / COVERAGE TERM:	July 1, 2016 – July 1, 2017

Limit of Liability:	\$ 15,000,000	Each Claim
	\$ 15,000,000	Annual Aggregate

Self-Insured Retention:	\$ 1,000	Governing Board of Directors, Trustees or Officers who cannot be lawfully indemnified – Per Claim
	\$ 100,000	Wrongful Employment Practices – Per Claim
	\$ 100,000	Each Other Claim

Total Annual Premium:	\$ 109,623.00	Policy Premium as per expiring Option
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#### Key Features of Coverage:

- Trustees & officers liability, educational errors & omissions liability and employment practices liability
- Complaints filed with the EEOC or equivalent state civil rights enforcement agencies
- Mental injury or emotional distress arising out of wrongful employment practices
- Punitive damages (where legally insurable) - \$1,000,000 sublimit (sublimit may be removed subject to underwriting approval and an additional charge)
- Pre-claim advice credit - up to \$10,000 credited toward self-insured retention for cost of legal advice obtained from United Educators Select Counsel (in pre-claim situations that ultimately become a claim)
- Enhanced coverage for confidential data loss/breach, including \$250,000 credit monitory sublimit for costs resulting from claims

Endorsements:	Terrorism Risk Insurance Act – Disclosure Statement.....	ELL812G
	Additional Insured .....	ELL5031
	Coordination of Coverage Endt (LPL/GLX/ELL).....	ELL639C
	Seamless Coverage Endorsement.....	ELL698C
	Amended Renewal Provisions.....	ELL781G
	ProResponse Endorsement.....	ELL760S
	UE Change of Address .....	ELL792N

Option #2:	\$ 112,208.00	Policy Premium with \$ 20,000,000 Limit
Option #3:	\$ 114,985.00	Policy Premium with \$ 25,000,000 Limit
Option #4:	\$ 130,968.00	Policy Premium with \$40,000,000 Limit



## Disclosures

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Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.



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## Other Disclosures / Disclaimers

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### Claims Reporting:

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### Claims Made Policy:

This claims-made policy contains a requirement stating that this policy applies only to any claim first made against the Insured and reported to the insurer during the policy period or applicable extended reporting period. Claims must be submitted to the insurer during the policy period, or applicable extended reporting period, as required pursuant to the Claims/Loss Notification Clause within the policy in order for coverage to apply. Late reporting or failure to report pursuant to the policy's requirements could result in a disclaimer of coverage by the insurer.



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## LICENSED PROFESSIONAL LIABILITY (LAW CLINICS)

### UC Hastings College of the Law

INSURANCE COMPANY: *United Educators Reciprocal Risk Retention Group*  
A.M. BEST RATING: A IX  
STANDARD & POORS RATING: Not Rated  
CALIFORNIA STATUS: Admitted  
POLICY / COVERAGE TERM: July 1, 2016 – July 1, 2017

Limit of Liability: \$ 1,000,000 Each Claim  
\$ 2,000,000 Annual Aggregate

Deductible: \$ 10,000

Total Annual Premium: \$ 7,414.00 Policy Premium

Retroactive Date: September 16, 2013

#### Key Features of Coverage:

- Provides claims-made, worldwide coverage for Wrongful Acts arising from covered Professional Internship Programs or Professional Services (subject to a Retroactive Date and a Deductible)
- Duty to defend and settle with Defense Costs within the Limit of Liability
- Per Claim limits are \$1 million
- Covers acts that may be legally performed only by a person holding a professional license, whether the person is licensed or not (subject to the LPL's definitions, terms, conditions and exclusions), including:
  - Professional Internship Programs, which are the internship or experiential training activities for students seeking professional degrees, and
  - Professional Services, which are activities provided by the Educational Organization to the campus community or general public

#### Coordination of Coverage:

- UE now offers an enhancement allowing the LPL to coordinate with the ELL and GLX /GLU policies in order to provide higher levels of coverage. We have quoted and offered this coverage at an additional premium that is applied to the ELL policy. For further details please contact your underwriter

Endorsements: Scheduled Professional Programs and Services..... LPL502F  
Amended Deductible and Reporting Requirements..... LPL550R  
Amended Renewal Provisions..... LPL589G  
UE Change of Address.....LPL592N



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**UC HASTINGS COLLEGE OF THE LAW  
PROFESSIONAL LIABILITY – INSURANCE PROPOSAL  
EFFECTIVE JULY 1, 2016 – JULY 1, 2017**

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<b>NAMED INSURED:</b>	UC Hastings College of the Law																					
<b>COMPANY:</b>	Allied World Assurance Company																					
<b>AM BEST RATING:</b>	A (Excellent), XV (\$2 Billion or greater) as of February 11, 2016																					
<b>S&amp;P RATING:</b>	A (Strong) as of September 13, 2011																					
<b>CALIFORNIA STATUS:</b>	Admitted																					
<b>POLICY TERM:</b>	July 1, 2016 to July 1, 2017																					
<b>COVERAGE:</b>	<ul style="list-style-type: none"><li>• Professional Liability – Claims Made</li><li>• Sexual Misconduct Liability – Claims Made</li></ul>																					
<b>COVERAGE FORM:</b>	DRWN MM1000 OCC (12/2008)																					
<b>RETROACTIVE DATE:</b>	August 20, 2002																					
<b>LIMITS:</b>	Professional Liability - \$1,000,000/\$3,000,000 Sexual Misconduct Liability - \$1,000,000/\$1,000,000																					
<b>DEDUCTIBLE:</b>	Professional Liability - \$5,000 Sexual Misconduct Liability - \$5,000																					
<b>PREMIUM:</b>	\$12,182.00																					
<b>TERRORISM OPTION:</b>	No information																					
<b>MINIMUM EARNED PREMIUM:</b>	25%																					
<b>FORMS &amp; ENDORSEMENTS:</b>	<table><tr><th><u>Form</u></th><th><u>Form No.</u></th></tr><tr><td>California - Suits Involving a Surplus Lines Broker - Remedies</td><td>IL 00017 04 (11/08)</td></tr><tr><td>Name Change Endorsement</td><td>IL 00038 00 (01/15)</td></tr><tr><td>Service Of Suit</td><td>SVC 00010 00 04/16)(DSI)</td></tr><tr><td>Delete Insuring Agreement(s) (I.B., I.C., I.E., II.A., II.B., II.C.)</td><td>v2429 (1/2009)</td></tr><tr><td>Minimum Earned Premium (25%)</td><td>v2432 (1/2009)</td></tr><tr><td>Schedule B - Specific Insureds; Shared Limits</td><td>v2456 (03/2009)</td></tr><tr><td>Rolling IBNR Coverage - Extended Reporting</td><td>v2626 (7/2010)</td></tr><tr><td>Period For Departing Physician(s)</td><td></td></tr><tr><td>Add Territory Clause</td><td>v2831 (11/2013)</td></tr></table>	<u>Form</u>	<u>Form No.</u>	California - Suits Involving a Surplus Lines Broker - Remedies	IL 00017 04 (11/08)	Name Change Endorsement	IL 00038 00 (01/15)	Service Of Suit	SVC 00010 00 04/16)(DSI)	Delete Insuring Agreement(s) (I.B., I.C., I.E., II.A., II.B., II.C.)	v2429 (1/2009)	Minimum Earned Premium (25%)	v2432 (1/2009)	Schedule B - Specific Insureds; Shared Limits	v2456 (03/2009)	Rolling IBNR Coverage - Extended Reporting	v2626 (7/2010)	Period For Departing Physician(s)		Add Territory Clause	v2831 (11/2013)	
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<b>EXTENDED REPORTING OPTION:</b>	TBD at time of election																					



**UC HASTINGS COLLEGE OF THE LAW  
PROFESSIONAL LIABILITY – INSURANCE PROPOSAL  
EFFECTIVE JULY 1, 2016 – JULY 1, 2017**

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**QUOTE VALID UNTIL:** July 1, 2016

**BINDING CONDITIONS:**

- Written request to bind coverage
- Surplus Lines Affidavit
- Date on submitted supplement

**LOSS REPORTING:** Incidents that will or might give rise to a claim should be immediately reported to:

*Alliant Insurance Services – Claims Department*  
Mr. Robert Frey or Ms. Elaine Kim  
Alliant Insurance Services  
100 Pine Street, 11<sup>th</sup> Floor  
San Francisco, CA 94111  
Main Phone: 415.403.1400  
Fax: 415.403.1466  
[rfrey@alliant.com](mailto:rfrey@alliant.com) / [ekim@alliant.com](mailto:ekim@alliant.com)

**BROKER:** **ALLIANT INSURANCE SERVICES, INC.**  
100 Pine Street, 11<sup>th</sup> Floor  
San Francisco, CA 94111

Daniel Howell  
Senior Executive Vice President  
Direct: 415.403.1426  
[dhowell@alliant.com](mailto:dhowell@alliant.com)

David Evans  
Senior Vice President  
Direct: 415.403.1484  
[devans@alliant.com](mailto:devans@alliant.com)

**SERVICING CONTACT:** Rachel Ramos, AIS, CISR  
Account Manager - Lead  
Direct: 415.403.1424  
[rramos@alliant.com](mailto:rramos@alliant.com)



**UC HASTINGS COLLEGE OF THE LAW  
PROFESSIONAL LIABILITY – INSURANCE PROPOSAL  
EFFECTIVE JULY 1, 2016 – JULY 1, 2017**

---

**Disclosures**

**This proposal of insurance is provided as a matter of convenience and information only. All information included in this proposal, including but not limited to personal and real property values, locations, operations, products, data, automobile schedules, financial data and loss experience, is based on facts and representations supplied to Alliant Insurance Services, Inc. by you. This proposal does not reflect any independent study or investigation by Alliant Insurance Services, Inc. or its agents and employees.**

**Please be advised that this proposal is also expressly conditioned on there being no material change in the risk between the date of this proposal and the inception date of the proposed policy (including the occurrence of any claim or notice of circumstances that may give rise to a claim under any policy which the policy being proposed is a renewal or replacement). In the event of such change of risk, the insurer may, at its sole discretion, modify, or withdraw this proposal, whether or not this offer has already been accepted.**

**This proposal is not confirmation of insurance and does not add to, extend, amend, change, or alter any coverage in any actual policy of insurance you may have. All existing policy terms, conditions, exclusions, and limitations apply. For specific information regarding your insurance coverage, please refer to the policy itself. Alliant Insurance Services, Inc. will not be liable for any claims arising from or related to information included in or omitted from this proposal of insurance.**

Alliant embraces a policy of transparency with respect to its compensation from insurance transactions. Details on our compensation policy, including the types of income that Alliant may earn on a placement, are available on our website at [www.alliant.com](http://www.alliant.com). For a copy of our policy or for any inquiries regarding compensation issues pertaining to your account you may also contact us at: Alliant Insurance Services, Inc., Attention: General Counsel, 701 B Street, 6th Floor, San Diego, CA 92101.

Analyzing insurers' over-all performance and financial strength is a task that requires specialized skills and in-depth technical understanding of all aspects of insurance company finances and operations. Insurance brokerages such as Alliant Insurance typically rely upon rating agencies for this type of market analysis. Both A.M. Best and Standard and Poor's have been industry leaders in this area for many decades, utilizing a combination of quantitative and qualitative analysis of the information available in formulating their ratings.

A.M. Best has an extensive database of nearly 6,000 Life/Health, Property Casualty and International companies. You can visit them at [www.ambest.com](http://www.ambest.com). For additional information regarding insurer financial strength ratings visit Standard and Poor's website at [www.standardandpoors.com](http://www.standardandpoors.com).

Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.

**NY Regulation 194**

Alliant Insurance Services, Inc. is an insurance producer licensed by the State of New York. Insurance producers are authorized by their license to confer with insurance purchasers about the benefits, terms and conditions of insurance contracts; to offer advice concerning the substantive benefits of particular insurance contracts; to sell insurance; and to obtain insurance for purchasers. The role of the producer in any particular transaction typically involves one or more of these activities.

Compensation will be paid to the producer, based on the insurance contract the producer sells. Depending on the insurer(s) and insurance contract(s) the purchaser selects, compensation will be paid by the insurer(s) selling the insurance contract or by another third party. Such compensation may vary depending on a number of factors, including the insurance contract(s) and the insurer(s) the purchaser selects. In some cases, other factors such as the volume of business a producer provides to an insurer or the profitability of insurance contracts a producer provides to an insurer also may affect compensation.

The insurance purchaser may obtain information about compensation expected to be received by the producer based in whole or in part on the sale of insurance to the purchaser, and (if applicable) compensation expected to be received based in whole or in part on any alternative quotes presented to the purchaser by the producer, by requesting such information from the producer.



**UC HASTINGS COLLEGE OF THE LAW**  
**PROFESSIONAL LIABILITY – INSURANCE PROPOSAL**  
**EFFECTIVE JULY 1, 2016 – JULY 1, 2017**

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**FATCA:**

The Foreign Account Tax Compliance Act (FATCA) requires the notification of certain financial accounts to the United States Internal Revenue Service. Alliant does not provide tax advice so please contact your tax consultant for your obligation regarding FATCA.

**Claims Reporting:**

Your policy will come with specific claim reporting requirements. Please make sure you understand these obligations. Contact your Alliant Service Team with any questions.

**Claims Made Policy:**

This claims-made policy contains a requirement stating that this policy applies only to any claim first made against the Insured and reported to the insurer during the policy period or applicable extended reporting period. Claims must be submitted to the insurer during the policy period, or applicable extended reporting period, as required pursuant to the Claims/Loss Notification Clause within the policy in order for coverage to apply. Late reporting or failure to report pursuant to the policy's requirements could result in a disclaimer of coverage by the insurer.

**Changes and Developments**

It is important that we be advised of any changes in your operations, which may have a bearing on the validity and/or adequacy of your insurance. The types of changes that concern us include, but are not limited to, those listed below:

- Changes in any operations such as expansion to another states, new products, or new applications of existing products.
- Travel to any state not previously disclosed.
- Mergers and/or acquisition of new companies and any change in business ownership, including percentages.
- Any newly assumed contractual liability, granting of indemnities or hold harmless agreements.
- Any changes in existing premises including vacancy, whether temporary or permanent, alterations, demolition, etc. Also, any new premises either purchased, constructed or occupied
- Circumstances which may require an increased liability insurance limit.
- Any changes in fire or theft protection such as the installation of or disconnection of sprinkler systems, burglar alarms, etc. This includes any alterations to the system.
- Immediate notification of any changes to a scheduled of equipment, property, vehicles, electronic data processing, etc.
- Property of yours that is in transit, unless previously discussed and/or currently insured.

**Certificates / Evidence of Insurance**

A certificate is issued as a matter of information only and confers no rights upon the certificate holder. The certificate does not affirmatively or negatively amend, extend or alter the coverage afforded by a policy. Nor does it constitute a contract between the issuing insurer(s), authorized representative, producer or certificate holder.

You may have signed contracts, leases or other agreements requiring you to provide this evidence. In those agreements, you may assume obligations and/or liability for others (Indemnification, Hold Harmless) and some of the obligations that are not covered by insurance. We recommend that you and your legal counsel review these documents.

In addition to providing a certificate of insurance, you may be required to name your client or customer on your policy as an additional insured. This is only possible with permission of the insurance company, added by endorsement and, in some cases, an additional premium.

By naming the certificate holder as additional insured, there are consequences to your risks and insurance policy including:

- Your policy limits are now shared with other entities; their claims involvement may reduce or exhaust your aggregate limit.
- Your policy may provide higher limits than required by contract; your full limits can be exposed to the additional insured.
- There may be conflicts in defense when your insurer has to defend both you and the additional insured.





**UC HASTINGS COLLEGE OF THE LAW  
EXCESS LIABILITY – INSURANCE PROPOSAL  
EFFECTIVE JULY 1, 2016 – JULY 1, 2017**

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**NAMED INSURED:** UC Hastings College of the Law

**COMPANY:** Allied World Assurance Company

**AM BEST RATING:** A (Excellent), XV (\$2 Billion or greater) as of February 11, 2016

**S&P RATING:** A (Strong) as of September 13, 2011

**CALIFORNIA STATUS:** Admitted

**POLICY TERM:** July 1, 2016 to July 1, 2017

**COVERAGE:** Excess Liability

**FORM:** DRWN E2000 (6/2004)

**RETROACTIVE DATE:** July 1, 2008

**LIMITS:** \$4,000,000 Excess \$1,000,000

**PREMIUM:** \$20,000.00

**TERRORISM OPTION:** No information

**MINIMUM EARNED PREMIUM:** 25%

**FORMS & ENDORSEMENTS:**

<u>Form</u>	<u>Form No.</u>
California - Suits Involving a Surplus Lines Broker - Remedies	IL 00017 04 (11/08)
DSIC Name Change Endorsement	IL 00038 00 (01/15)
Service Of Suit	SVC 00010 00 (10/2012)
Minimum Earned Premium (25%)	v1103 (8/2010)
Health Care Reporting Requirements (as expiring)	v1180 (4/2004)
Retroactive Date (07/01/2008)	v1359 (2/2005)

**QUOTE VALID UNTIL:** July 1, 2016

**BINDING CONDITIONS:**

- Written request to bind coverage
- Surplus Lines Affidavit

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Mr. Robert Frey or Ms. Elaine Kim  
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**UC HASTINGS COLLEGE OF THE LAW  
EXCESS LIABILITY – INSURANCE PROPOSAL  
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Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.

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**UC HASTINGS COLLEGE OF THE LAW  
EXCESS LIABILITY – INSURANCE PROPOSAL  
EFFECTIVE JULY 1, 2016 – JULY 1, 2017**

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- Your policy may provide higher limits than required by contract; your full limits can be exposed to the additional insured.
- There may be conflicts in defense when your insurer has to defend both you and the additional insured.

# MANAGEMENT MEMO

SUBJECT:

STATE MOTOR VEHICLE INSURANCE ACCOUNT  
2016-17 FISCAL YEAR PREMIUM ASSESSMENT

REFERENCES:

Government Code Sections 11290 (a), 16378, 16379  
Supersedes Management Memo 14-04

NUMBER:

**16-01**

DATE ISSUED:

MARCH 7, 2016

EXPIRES:

JUNE 30, 2017

ISSUING AGENCY:

Department of General  
Services

## Introduction

The Department of General Services (DGS) administers the State Motor Vehicle Insurance Account (SMVIA). This management memo provides state agencies information on their State Motor Vehicle Insurance Account (SMVIA) premium assessment for the 2016-2017 fiscal year. The SMVIA funds are utilized to pay claims for damages as a result of the ownership or operation of motor vehicles used in the course and scope of state employment.

## SMVIA Program Coverage

The SMVIA provides:

- Unlimited self-insured liability coverage for the state agencies and employees who operate vehicles on state business.
- Excess liability coverage for state employees on state business while driving non-state vehicles, but only after the vehicle owner's liability policy limits have been paid.

## Coverage Limitation Exception

Effective January 1, 2004, when a non-salaried driver (which includes, but is not limited to, students and contractors) is involved in a motor vehicle accident while on state business, the program's coverage will be limited to \$1 million per accident, regardless of ownership of the vehicle. The driver's employing department/agency will be financially responsible for the payment of any claims, settlements, judgments or verdicts in excess of \$1 million.

*Reference: State Administrative Manual (SAM) Section 2420.*

## State Motor Vehicle Insurance Account

The SMVIA is funded through assessments charged to state agencies that own vehicles/equipment. The assessment reflects the projected amount to be expended to pay claim settlements and administrative expenses such as adjusting and defense costs.

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**Assessment  
Calculation**

Each state agency's premium assessment is based on claim experience for the last five calendar years ending December 31, 2015.

State agencies that own more than 300 vehicles are rated on their own claims experience; state agencies with fewer than 300 vehicles are generally grouped together and experience-rated as though they were one entity.

Attachment 1 reflects the 2016-2017 fiscal year motor vehicle self-insurance assessments for 24 separately rated departments and the *All Other Departments* group.

The premium assessment for the *All Other Departments* category will be distributed to departments in this group on a *per vehicle* basis using the reported vehicle inventory as of December 31, 2015, from the DGS Office of Fleet and Asset Management. The average rate for this group is calculated at \$553 per vehicle.

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**Loss Impact**

The premium increase in 2016-2017 is a result of an increase in the number of claims and increase in legal expenses paid through the SMVIA program. The SMVIA projects a total disbursement amount of claim payments and administrative costs totaling \$21,308,663 for the 2016/2017 fiscal year.

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**Minimizing/  
Reducing  
Vehicle  
Losses**

State agencies can help minimize and/or reduce these losses by following state policies and recommended practices on vehicle use and operator requirements:

- Employees who operate vehicles on official business must have a valid driver's license and a good driving record.
  - Agencies shall participate in the Department of Motor Vehicles (DMV) "Pull Notice Program" if they have employees who operate vehicles on official business as a condition of employment for Class A, B, or Class C drivers' licenses with special certificates.
  - Authorized drivers should be permanent state employees.
  - Drivers under the age of 18 may not operate state vehicles under any circumstances.
-

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**Minimizing/  
Reducing  
Vehicle  
Losses  
(Cont.)**

- Employees who operate vehicles on official business shall attend and successfully complete an approved defensive driver training course at least once every four years. Online training available at: <http://www.dgs.ca.gov/orim/Programs/DDTOnlineTraining.aspx>
- Employees operating their private vehicle on official business must complete a STD. 261, *Authorization to Use Privately Owned Vehicles on State Business*. This form certifies liability insurance for the minimum financial responsibility limits as set forth in statute. Additionally, the employee certifies the vehicle is adequate for the work, equipped with operating safety belts and is in safe mechanical condition.
- Report all vehicle accidents within 48 hours to the Office of Risk & Insurance Management (ORIM) using the STD. 270, Vehicle Accident Report form. The form is available online at [www.orim.dgs.ca.gov](http://www.orim.dgs.ca.gov).

---

**Contact**

Questions concerning the vehicle self-insurance assessments can be directed to:

Christopher Verdin, Staff Risk Manager  
Office of Risk & Insurance Management  
Telephone: (916) 376-5425  
Email: [christopher.verdin@dgs.ca.gov](mailto:christopher.verdin@dgs.ca.gov)

For more information please visit our website at:  
<http://www.dgs.ca.gov/orim/Programs/ClaimsServices.aspx>

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**Signature**



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Daniel C. Kim, Director  
Department of General Services

03/07/2016

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Date

Attachment

**ATTACHMENT 1**  
**2016/2017 MOTOR VEHICLE PREMIUM ASSESSMENT**

<b>Department</b>	<b>2016/2017 Premiums</b>	<b>2015/2016 Premiums</b>
Air Resources	\$3,604,798	\$1,594,210
Cal Fire	\$382,493	\$291,024
Conservation Corps	\$135,786	\$98,856
Consumer Affairs	\$368,977	\$313,768
Corrections	\$360,997	\$775,894
DDS	\$23,445	\$21,758
District Ag Associations*	\$48,936	\$51,704
EDD	\$483,722	\$45,648
Emergency Services	\$68,688	\$52,406
Fish & Wildlife	\$268,918	\$254,680
Food & Agriculture	\$431,164	\$190,512
General Services	\$2,926,599	\$2,413,568
Highway Patrol	\$6,073,504	\$6,801,060
Insurance	\$96,832	\$63,003
Judicial Council	\$45,991	\$61,872
Justice	\$147,106	\$614,658
Lottery	\$83,712	\$150,426
Motor Vehicles	\$293,517	\$163,117
Parks & Rec	\$1,494,698	\$1,387,802
Prison Industry Auth.	\$123,933	\$38,531
State Hospitals	\$19,447	\$12,181
State University	\$829,510	\$845,823
Transportation	\$9,064,337	\$9,164,099
Water Resources	\$186,290	\$173,263
All Others**	\$765,993	***\$2,311,983
<b>Total Premium</b>	<b>\$28,329,393</b>	<b>****\$27,891,845</b>

\*District Agricultural Association group includes California Exposition.

\*\*Per vehicle charge is \$553.

\*\*\*Includes Board of Equalization premium.

\*\*\*\*Total includes expected claims paid, administrative expenses (including legal defense), and funds to build a prudent reserve.



A photograph of a modern glass-walled building, likely the University of California Hastings College of Law. The building has multiple stories with large glass windows and doors. A person is visible walking on a balcony or walkway on the right side of the building. The image is partially covered by a blue geometric shape in the top left corner.

# University of California Hastings College of Law

**2016 – 2017**

## **Alliant Property Insurance Programs (APIP)**

Daniel Howell  
Sr Executive Vice President

Rachel Ramos  
Account Manager, Lead

David Evans  
Senior Vice President

**ALLIANT PROPERTY INSURANCE PROGRAM (APIP)**  
**July 1, 2016 – July 1, 2017**  
**EXECUTIVE SUMMARY**

We are pleased to provide the 2016-2017 Alliant Property Insurance Program (APIP) renewal material, attached.

The property market has been in a soft cycle for the last few years with underwriters willing to provide decreases based on the lack of catastrophe losses worldwide and record capacity available in the marketplace. While physical and human catastrophes abound, in recent years most of these have occurred in regions of the world that are not significantly insured. Therefore, for the 2016-2017 renewal, most insureds will see rate decreases over expiring rates. However, for those insureds that have either experienced significant losses or consistent attritional losses, rates may increase. In keeping with the programs' general history, we expect rates to remain below what can be achieved in the market for similar coverage.

The primary \$2,500,000 layer will continue to be placed with our long-term partner, Lexington Insurance Company, A.M. Best Rated A XV. Lexington will also continue to provide the majority of capacity in the \$22,500,000 x/s \$2,500,000 layer, sharing that with Lloyd's of London, A.M. Best Rated A XV. Excess limits up to \$1,000,000,000 will be placed with London, Bermudian, European, and U.S domestic markets, all A.M. Best Rated at least of A- VII. Members should note several key highlights for this year's renewal:

- Boiler & Machinery cover for participating members of the APIP Boiler Program will be maintained with Hartford Steam Boiler (HSB), who will also continue to perform jurisdictionals and inspections
- Cyber (Privacy Liability) Coverage for both 1st and 3rd parties from the Beazley Syndicate at Lloyd's, A.M. Best Rated A XV, (for those eligible insureds) with coverage as outlined on the following proposal will be maintained.
- Pollution Coverage for both 1<sup>st</sup> and 3<sup>rd</sup> parties from Illinois Union Insurance Company, A.M. Best Rated A++ XV, (for those eligible insureds) with coverage as outlined on the following proposal will be maintained.

Alliant Business Services (ABS) will continue to play a significant role not only in providing various types of loss control services, but also in providing appraisal services. For the 2016-2017 policy year, property valuations will continue to be a key focus. As a reminder, it is underwriters' intent to have all buildings with a scheduled value of \$5,000,000 or more appraised once every five years. This service is included in the total annual cost. Insureds may also choose to have lower valued buildings appraised. The cost to have all or specific buildings appraised between \$25,000 and \$5,000,000 will be quoted at the time the request is made.

Our Disclosures and Loss Notification information are now combined into one section of the renewal materials. Your review and acknowledgement of these documents are required with your signature once you authorize a request to bind coverage with your Alliant representative.

The following table depicts key statistics relative to last year:

**Year-over-Year Rate and Premium Comparison**

<b><u>University of California Hastings College of Law</u></b>	<b><u>2015-2016</u></b>	<b><u>2016-2017</u></b>	<b><u>Variance</u></b>
Total Insured Values:	\$ 247,750,903	\$ 249,485,488	0.70%
Account Rate (per hundred dollars):	0.0721599	0.0786987	9.06%
*Total Annual Cost:	\$ 178,776.79	\$ 196,341.76	9.82%

\* TOTAL COST includes: all premiums (except Cyber Enhancement option, if purchased), underwriting fees, commissions, loss control expenses, program administration charges, and applicable taxes

Thank you for your continued support of APIP. We look forward to working with you this next year. Please let us know if you have any questions about your renewal.

Below are coverage items currently being negotiated with the APIP markets to be effective on 7/1/2016.

Coverage	2015-2016	Proposed 2016-2017 Changes	Status
Automatic Acquisition Sub-limit	\$25,000,000 Automatic Acquisition up to \$100,000,000 or a Named Insured's Policy Limit of Liability if less than \$100,000,000 for <b>90 days</b> excluding licensed vehicles for which a sub-limit of \$10,000,000 applies per policy Automatic Acquisition and Reporting Condition. Additionally a sub-limit of \$2,500,000 applies for Tier 1 Wind Counties, Parishes and Independent Cities for 60 days for the states of Virginia, North Carolina, South Carolina, Georgia, Alabama, Mississippi, Louisiana, Texas and/or situated anywhere within the states of Florida and Hawaii. The peril of EQ is excluded for the states of Alaska and California. If Flood coverage is purchased for all scheduled locations, this extension will extend to include Flood coverage for any location not situated in Flood Zones A or V.	\$25,000,000 Automatic Acquisition up to \$100,000,000 or a Named Insured's Policy Limit of Liability if less than \$100,000,000 for <b>120 days</b> excluding licensed vehicles for which a sub-limit of \$10,000,000 applies per policy Automatic Acquisition and Reporting Condition. Additionally a sub-limit of \$2,500,000 applies for Tier 1 Wind Counties, Parishes and Independent Cities for 60 days for the states of Virginia, North Carolina, South Carolina, Georgia, Alabama, Mississippi, Louisiana, Texas and/or situated anywhere within the states of Florida and Hawaii. The peril of EQ is excluded for the states of Alaska and California. If Flood coverage is purchased for all scheduled locations, this extension will extend to include Flood coverage for any location not situated in Flood Zones A or V.	Enhancement Pending Marketing Approval
Increase Cost of Construction Sub-limit	\$25,000,000	\$50,000,000	Enhancement Pending Marketing Approval
Earthquake Deductible description	Earthquake Shock: If the stated deductible is a flat dollar amount, the deductible will apply on a Per Occurrence basis, unless otherwise stated. If the stated deductible is on a percentage basis, the deductible will apply Per Occurrence on a Per Unit basis, as defined in the policy form, subject to the stated minimum.	Earthquake Shock: If the stated deductible is a flat dollar amount, the deductible will apply on a Per Occurrence basis, unless otherwise stated. If the stated deductible is on a percentage basis, the deductible will apply Per Occurrence on a Per Unit basis, as defined in the policy form; subject to the <b><u>stated</u></b> minimum <b><u>deductible per occurrence.</u></b>	Clarification Pending Market Approval
Cyber Claims Reporting by:	Telephone: (646) 943-5900 Email: <a href="mailto:tmbclaims@beazley.com">tmbclaims@beazley.com</a>	Telephone number is active, but the preferred method to report a claim is via Email: <a href="mailto:tmbclaims@beazley.com">tmbclaims@beazley.com</a>	Update

Coverage	2015-2016	Proposed 2016-2017 Changes	Status
JPA/Pool per Occurrence Deductible:	Per Occurrence for each and every loss before exhaustion of the Annual Aggregate Pool Deductible amount unless a more specific deductible is applicable to a loss as noted in the Deductibles for Specific Perils and Coverages or Special Terms section below.	Incorporated wording from Master Policy Form into description:  <u>JPA/Pool Basic Deductible – when applicable will be in excess of a JPA or Pool member's deductible amount unless a more specific deductible is applicable to a loss as noted in the Deductibles for Specific Perils and Coverages or Special Terms section below. The Named Insured(s) deductible amount will be agreed upon between the JPA or Pool and its members. The “JPA/Pool Basic Deductible” shown here, shall apply per occurrence. The company will not pay for loss or damage in any one occurrence until the amount of the loss or damage exceeds the applicable constituent members’ deductible and the “JPA/Pool Basic Deductible”, until the “JPA/Pool Annual Aggregate Amount” is exhausted.</u>	Enhancement Pending Marketing Approval
JPA/Pool Annual Aggregate Deductible:	Annual Aggregate Pool Deductible	Incorporated wording from Master Policy Form into description:  The “JPA/Pool Annual Aggregate Amount” - when applicable is the accumulation of payments made by the JPA or Pool that are categorized as “JPA/Pool Basic Deductibles” above. Once the annual aggregate amount is reached, all subsequent losses in chronological order are subject to the “JPA/Pool Maintenance Deductible” indicated below.	Enhancement Pending Marketing Approval
JPA/Pool Maintenance Deductible	Pool Maintenance Deductible applicable to each occurrence after the Annual Aggregate Deductible is reached. The specific deductibles for Flood, Earthquake and Wind will always apply to losses caused by those perils regardless if it is greater or less than the Pool Maintenance Deductible. The maintenance deductible does not apply to those items listed in the Deductibles for Specific Perils and Coverages or Special Terms & Conditions section below if those perils do not erode the annual aggregate deductible.	Pool Maintenance Deductible applicable to each occurrence after the Annual Aggregate Deductible is reached. <u>As with the “JPA/Pool Basic Deductible” this maintenance deductible will be applicable in excess of the applicable JPA or Pool constituent member's deductible.</u> The specific deductibles for Flood, Earthquake and Wind will always apply to losses caused by those perils regardless if it is greater or less than the Pool Maintenance Deductible. The maintenance deductible does not apply to those items listed in the Deductibles for Specific Perils and Coverages or Special Terms & Conditions section below if those perils do not erode the annual aggregate deductible.	Enhancement Pending Marketing Approval
Pollution Liability Coverage	Not Applicable	Addition of Lead Contaminated Water Exclusion:  “Loss” arising out of or related to “pollution conditions” involving, in whole or in part, lead within potable water, regardless of whether any such “pollution conditions” have otherwise been affirmatively disclosed to the Insurer in an Application for coverage pursuant to this Policy.	Update

Coverage	2015-2016	Proposed 2016-2017 Changes	Status
Excess Terrorism	<p><u>\$400,000,000</u> Per Member/Entity for Terrorism (Excess Layer) subject to:</p> <p><u>\$900,000,000</u> Per Occurrence, All Named Insureds combined in Declarations 1-9, 11-14, 18-22, 25-30 and 32-34 for Terrorism (Excess Layer) subject to;</p> <p><u>\$1,050,000,000</u> Annual Aggregate shared by all Named Insureds combined in Declarations 1-9, 11-14, 18-22, 25-30 and 32-34, as respects Property Damage, Business Interruption, Rental Income and Extra Expense combined for Terrorism (Excess Layer)</p>	<p><u>\$600,000,000</u> Per Member/Entity for Terrorism (Excess Layer) subject to:</p> <p><u>\$1,100,000,000</u> Per Occurrence, All Named Insureds combined in Declarations 1-9, 11-14, 18-22, 25-30 and 32-34 for Terrorism (Excess Layer) subject to;</p> <p><u>\$1,500,000,000</u> Annual Aggregate shared by all Named Insureds combined in Declarations 1-9, 11-14, 18-22, 25-30 and 32-34, as respects Property Damage, Business Interruption, Rental Income and Extra Expense combined for Terrorism (Excess Layer)</p>	Approved

#### Master Policy Form Wording

Policy Term	July 1, 2015 to July 1, 2016	July 1, 2016 to July 1, 2017	Renewal item
Section I, G. 6.	Library Book table	Updated library book values per U.S. inflation calculator	Update
Section II, B., 1. Ingress / Egress	This Policy is extended to insure the actual loss sustained during the period of time not exceeding 30 days when, as a direct result of physical loss or damage caused by a covered peril(s) specified by this Policy and occurring at property located within a <u>10 mile radius</u> of covered property, ingress to or egress from the covered property covered by this Policy is prevented. Coverage under this extension is subject to a 24-hour waiting period.	This Policy is extended to insure the actual loss sustained during the period of time not exceeding 30 days when, as a direct result of physical loss or damage caused by a covered peril(s) specified by this Policy and occurring at property located within a <u>20 mile radius</u> of covered property, ingress to or egress from the covered property covered by this Policy is prevented. Coverage under this extension is subject to a 24-hour waiting period.	Enhancement Pending Marketing Approval
Section II, B. 2. Interruption by Civil Authority	This Policy is extended to include the actual loss sustained by the Named Insured, as covered hereunder during the length of time, not exceeding 30 days, when as a direct result of damage to or destruction of property by a covered peril(s) occurring at property located within a <u>10 mile radius</u> of covered property, access to the covered property is specifically prohibited by order of a civil authority. Coverage under this extension is subject to a 24-hour waiting period.	This Policy is extended to include the actual loss sustained by the Named Insured, as covered hereunder during the length of time, not exceeding 30 days, when as a direct result of damage to or destruction of property by a covered peril(s) occurring at property located within a <u>20 mile radius</u> of covered property, access to the covered property is specifically prohibited by order of a civil authority. Coverage under this extension is subject to a 24-hour waiting period.	Enhancement Pending Marketing Approval
Section II, Item D. 7. Vehicle Replacement Valuation	Second paragraph: If the values, provided by the Named Insured, provides a valuation based on <u>replacement cost</u> , then recovery will be on the same basis, if replaced. If not replaced, the basis of recovery shall be <u>actual cash value</u> .	Second paragraph change only: If the values, provided by the Named Insured, provides a valuation based on <u>Replacement Cost (New)</u> , then recovery will be on the same basis, if replaced. If not replaced, the basis of recovery shall be <u>Actual Cash Value</u> .	Clarification Pending Market Approval



Coverage	2015-2016	Proposed 2016-2017 Changes	Status
Section III, Item B. 4. Contingent Time Element Coverage	Business interruption, rental income, tuition income and extra expense coverage provided by this Policy is extended to cover loss directly resulting from physical damage to property of the type not otherwise excluded by this Policy at direct supplier or direct customer locations ( <u>whether such location is owned by the Named Insured or not</u> ) that prevents a supplier of goods and/or services to the Named Insured from supplying such goods and/or services, or that prevents a recipient of goods and/or services from the Named Insured from accepting such goods and/or services. The coverage provided by this clause separately as respects each of these coverage's is sub-limited to USD as per Declaration Page.	Deleted wording in parenthesis Business interruption, rental income, tuition income and extra expense coverage provided by this Policy is extended to cover loss directly resulting from physical damage to property of the type not otherwise excluded by this Policy at direct supplier or direct customer locations ( <del>whether such location is owned by the Named Insured or not</del> ) that prevents a supplier of goods and/or services to the Named Insured from supplying such goods and/or services, or that prevents a recipient of goods and/or services from the Named Insured from accepting such goods and/or services. The coverage provided by this clause separately as respects each of these coverage's is sub-limited to USD as per Declaration Page.	Clarification Pending Market Approval
Section IV, Exclusions 1.	Loss or damage caused by or resulting from moths, vermin, termites, or other insects, inherent vice, latent defect, faulty materials, error in design, faulty workmanship, wear, tear or gradual deterioration, <u>contamination</u> , rust, corrosion, wet or dry rot, unless physical loss or damage not otherwise excluded herein ensues and then only for such ensuing loss or damage.	Deleted "contamination" Loss or damage caused by or resulting from moths, vermin, termites, or other insects, inherent vice, latent defect, faulty materials, error in design, faulty workmanship, wear, tear or gradual deterioration, <del>contamination</del> , rust, corrosion, wet or dry rot, unless physical loss or damage not otherwise excluded herein ensues and then only for such ensuing loss or damage.	Clarification Pending Market Approval
Section IV, Exclusions 18.	Loss, damage, costs or expenses in connection with any kind or description of seepage and/or pollution and/or contamination, direct or indirect, arising from any cause whatsoever.	Loss, damage, costs or expenses in connection with any kind or description of seepage and/or pollution and/or contamination, direct or indirect, arising from any cause whatsoever. <b><u>Except as provided in Section II Property Damage, B. Extension of Coverage, 21. Accidental Contamination.</u></b>	Clarification Pending Market Approval
Section I, E., 2. Sub-limits g.	Unscheduled Landscaping, tees, sand traps, greens and athletic fields if specific values for such items have not been reported as part of the Named Insured(s) schedule of values held on file with Alliant Insurance Services, Inc.;	Unscheduled Landscaping, tees, sand traps, greens, athletic fields, <b><u>and artificial turf</u></b> if specific values for such items have not been reported as part of the Named Insured(s) schedule of values held on file with Alliant Insurance Services, Inc.;	Clarification Pending Market Approval
Section I, E., 2. Sub-limits h.	Scheduled Landscaping, tees, sand traps, greens, and athletic fields if specific values for such items have been reported as part of the Named Insured(s) schedule of values held on file with Alliant Insurance Services, Inc.;	Scheduled Landscaping, tees, sand traps, greens, athletic fields, <b><u>and artificial turf</u></b> if specific values for such items have been reported as part of the Named Insured(s) schedule of values held on file with Alliant Insurance Services, Inc.;	Clarification Pending Market Approval

Coverage	2015-2016	Proposed 2016-2017 Changes	Status
Section II, C. 3. Land	Land (including land on which covered property is located), and land values (except athletic fields, landscaping, sand traps, tees and greens).	Land (including land on which covered property is located), and land values (except athletic fields, landscaping, <b>artificial turf</b> , sand traps, tees and greens).	Clarification Pending Market Approval
Section II, D. 9. Landscaping	Landscaping, sand traps, tees, putting greens and athletic fields; the actual replacement cost of sod, shrubs, sand, plants and trees; however the Company's liability for replacement of trees, plants and shrubs will be limited to the actual size of the destroyed plant, tree or shrub at the time of the loss up to a maximum size of 25 gallons per item but not to exceed USD25,000 per item.	Landscaping, <b>artificial turf</b> , sand traps, tees, putting greens and athletic fields; the actual replacement cost of sod, shrubs, sand, plants and trees; however the Company's liability for replacement of trees, plants and shrubs will be limited to the actual size of the destroyed plant, tree or shrub at the time of the loss up to a maximum size of 25 gallons per item but not to exceed USD25,000 per item.	Clarification Pending Market Approval

**ALLIANT INSURANCE SERVICES, INC.  
ALLIANT PROPERTY INSURANCE PROGRAM (APIP)**

**PROPERTY PROPOSAL**

**TYPE OF INSURANCE:**    ☒ Insurance   ☐ Reinsurance

**NAMED INSURED:**            University of California Hastings College of Law

**DECLARATION:**                26-Education

**POLICY PERIOD:**              July 1, 2016 to July 1, 2017

**COMPANIES:**                  See Attached List of Companies

**TOTAL INSURED  
VALUES:**                        \$ 249,485,488 as of May 26, 2016

**ALL RISK  
COVERAGES &  
LIMITS:**

\$	1,000,000,000	Per Occurrence: all Perils, Coverages (subject to policy exclusions) and all Named Insureds (as defined in the policy) combined, per Declaration, regardless of the number of Named Insureds, coverages, extensions of coverage, or perils insured, subject to the following per occurrence and/or aggregate sub-limits as noted below.
	Not Covered	Flood Limit - Per Occurrence and in the Annual Aggregate (for those Named Insured(s) that purchase this optional dedicated coverage)
	Not Covered	Per Occurrence and in the Annual Aggregate for all locations in Flood Zones A & V (inclusive of all 100 year exposures). This Sub-limit does not increase the specific flood limit of liability for those Named Insured(s) that purchase this optional dedicated coverage.
	Not Covered	Earthquake Shock - Per Occurrence and in the Annual Aggregate (for those Named Insured(s) that purchase this optional dedicated coverage)
\$	100,000,000	Combined Business Interruption, Rental Income and Tax Revenue Interruption and Tuition Income (and related fees). However, if specific values for such coverage have not been reported as part of the Named Insured's schedule of values held on file with Alliant Insurance Services, Inc., this sub-limit amount is limited to \$500,000 per Named Insured subject to maximum of \$2,500,000 Per Occurrence for Business Interruption, Rental Income and Tuition Income combined, and \$5,000,000 per occurrence for Tax Revenue Interruption. Coverage for power generating plants is excluded, unless otherwise specified.
\$	50,000,000	Extra Expense



**ALL RISK  
COVERAGES &  
LIMITS: (continued)**

\$	25,000,000	Miscellaneous Unnamed Locations for existing Named Insured's Excluding Earthquake coverage for Alaska and California Named Insureds. If Flood coverage is purchased for all scheduled locations, this extension will extend to include Flood coverage for any location not situated in Flood Zones A or V.
	180 Days	Extended Period of Indemnity
	See Policy Provisions	\$25,000,000 Automatic Acquisition up to \$100,000,000 or a Named Insured's Policy Limit of Liability if less than \$100,000,000 for 90 days excluding licensed vehicles for which a sub-limit of \$10,000,000 applies per policy Automatic Acquisition and Reporting Condition. Additionally a sub-limit of \$2,500,000 applies for Tier 1 Wind Counties, Parishes and Independent Cities for 60 days for the states of Virginia, North Carolina, South Carolina, Georgia, Alabama, Mississippi, Louisiana, Texas and/or situated anywhere within the states of Florida and Hawaii. The peril of EQ is excluded for the states of Alaska and California. If Flood coverage is purchased for all scheduled locations, this extension will extend to include Flood coverage for any location not situated in Flood Zones A or V.
\$	1,000,000	Unscheduled Landscaping, tees, sand traps, greens and athletic fields and further subject to \$25,000 / 25 gallon maximum per item
\$	5,000,000	or 110% of the scheduled values, whichever is greater, for Scheduled Landscaping, tees, sand traps, greens and athletic fields and further subject to \$25,000 / 25 gallon maximum per item.
\$	50,000,000	Errors & Omissions - This extension does not increase any more specific limit stated elsewhere in this policy or Declarations.
\$	25,000,000	Course of Construction and Additions (including new) for projects with completed values not exceeding the sub-limit shown. Projects valued between \$25,000,001 and \$50,000,000 can be added for an additional premium with underwriting approval
\$	2,500,000	Money & Securities for named perils only as referenced within the policy
\$	2,500,000	Unscheduled Fine Arts
\$	250,000	Accidental Contamination per occurrence and annual aggregate per Named Insured with \$500,000 annual aggregate for all Named Insureds per Declaration

**ALL RISK  
COVERAGES &  
LIMITS: (continued)**

\$	2,000,000	Unscheduled Tunnels, Bridges, Dams, Catwalks (except those not for public use), Roadways, Highways, Streets, Sidewalks, Culverts, Street Lights and Traffic Signals unless a specific value has been declared (excluding coverage for the peril of Earthquake Shock, and excluding Federal Emergency Management Agency (FEMA) and/or Office of Emergency Services (OES) declared disasters, providing said declaration provides funding for repairs)
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<b>ALL RISK COVERAGES &amp; LIMITS: (continued)</b>	\$	25,000,000	Increased Cost of Construction due to the enforcement of building codes/ ordinance or law (includes All Risk and Boiler & Machinery)
	\$	25,000,000	Transit
	\$	2,500,000	Unscheduled Animals; not to exceed \$50,000 per Animal, per Occurrence
	\$	2,500,000	Unscheduled Watercraft up to 27 feet
		Not Covered	Per Occurrence for Off Premises Vehicle Physical Damage
	\$	25,000,000	Off Premises Services Interruption including Extra Expense resulting from a covered peril at non-owned/operated locations
	\$	5,000,000	Per Occurrence Per Named Insured subject to an Annual Aggregate of \$10,000,000 for Earthquake Shock on Licensed Vehicles, Unlicensed Vehicles, Contractor's Equipment and Fine Arts combined for all Named Insured(s) in this Declaration combined that do not purchase optional dedicated Earthquake Shock coverage, and/or where specific values for such items are not covered for optional dedicated Earthquake Shock coverage as part of the Named Insured's schedule of values held on file with Alliant Insurance Services, Inc.
	\$	5,000,000	Per Occurrence Per Named Insured subject to an Annual Aggregate of \$10,000,000 for Flood on Licensed Vehicles, Unlicensed Vehicles, Contractor's Equipment and Fine Arts combined for all Named Insured(s) in this Declaration combined that do not purchase optional dedicated Flood coverage, and/or where specific values for such items are not covered for optional dedicated Flood coverage as part of the Named Insured's schedule of values held on file with Alliant Insurance Services, Inc.
	\$	3,000,000	Contingent Business Interruption, Contingent Extra Expense, Contingent Rental Values and Contingent Tuition Income separately
	\$	500,000	Jewelry, Furs, Precious Metals and Precious Stones Separately
	\$	1,000,000	Claims Preparation Expenses
	\$	50,000,000	Expediting Expenses
	\$	1,000,000	Personal Property Outside of the USA
	\$	100,000,000	Per Named Insured Per Occurrence subject to \$200,000,000 Annual Aggregate of Declarations 1-14, 18-22, 25-30 and 32-34 combined as respects Property Damage, Business Interruption, Rental Income and Extra Expense Combined for Terrorism (Primary Layer)

\$	400,000,000	Per Named Insured for Terrorism (Excess Layer) subject to;
\$	900,000,000	Per Occurrence, All Named Insureds combined in Declarations 1-9, 11-14, 18-22, 25-30 and 32-34 for Terrorism (Excess Layer) subject to;
\$	1,050,000,000	Annual Aggregate shared by all Named Insureds combined in Declarations 1-9, 11-14, 18-22, 25-30 and 32-34, as respects Property Damage, Business Interruption, Rental Income and Extra Expense combined for Terrorism (Excess Layer)
	Not Covered	Per Occurrence Per Declaration Upgrade to Green Coverage subject to the lesser of, the cost of upgrade, an additional 25% of the applicable limit of liability shown in the schedule of values or this sub limit.
	Included	Information Security & Privacy Insurance with Electronic Media Liability Coverage. See Cyber Coverage Document for details of coverage terms, limits and deductibles
	Included	See Alliant Property Insurance Program (APIP) Pollution Liability Insurance Summary for applicable limits and deductibles

#### VALUATION:

- Repair or Replacement Cost
- Actual Loss Sustained for Time Element Coverages
- Contractor's Equipment / either Replacement Cost or Actual Cash Value (ACV) as declared by each member. If not declared, valuation will default to Actual Cash Value (ACV)

#### EXCLUSIONS

(Including but not limited to):

- Seepage & Contamination
- Cost of Clean-up for Pollution
- Mold

**Deductibles: If two or more deductible amounts provided in the Declaration Page apply for a single occurrence the total to be deducted shall not exceed the largest per occurrence deductible amount applicable. (The Deductible amounts set forth below apply Per Occurrence unless indicated otherwise).**

#### "ALL RISK"

##### DEDUCTIBLE:

\$	25,000	Except \$5,000 for Fine Art and \$2,500 for Electronic Data Processing Per Occurrence, which to apply in the event a more specific deductible is not applicable to a loss
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#### DEDUCTIBLES FOR SPECIFIC PERILS AND COVERAGES:

Not Covered All Flood Zones Per Occurrence excluding Flood Zones A & V

#### DEDUCTIBLES FOR SPECIFIC PERILS AND COVERAGES: (continued)

Not Covered Per Occurrence for Flood Zones A & V (inclusive of all 100 year exposures)

Not Covered Earthquake Shock: If the stated deductible is a flat dollar amount, the deductible will apply on a Per Occurrence basis, unless otherwise stated. If the stated deductible is on a percentage basis, the deductible will apply Per Occurrence on a Per Unit basis, as defined in the policy form, subject to the stated minimum.

\$	1,000	Per Occurrence for Specially Trained Animals
\$	500,000	Per Occurrence for Unscheduled Tunnels, Bridges, Dams, Catwalks (except those not for public use), Roadways, Highways, Streets, Sidewalks, Culverts, Street Lights and Traffic Signals unless a specific value has been declared (excluding coverage for the peril of Earthquake Shock, and excluding Federal Emergency Management Agency (FEMA) and/or Office of Emergency Services (OES) declared disasters)
\$	10,000	Per Vehicle or Item for Licensed Vehicles, Unlicensed Vehicles and Contractor's Equipment subject to \$100,000 Maximum Per Occurrence, Per Named Insured for the peril of Earthquake for Named Insured(s) who do not purchase dedicated Earthquake limits
\$	50,000	Per Occurrence Per Named Insured for this Declaration for Fine Arts for the peril of Earthquake for Named Insured(s) who do not purchase dedicated Earthquake limits
\$	10,000	Per Vehicle or Item for Licensed Vehicles, Unlicensed Vehicles and Contractor's Equipment subject to \$100,000 Maximum Per Occurrence, Per Named Insured for the peril of Flood for Named Insured(s) who do not purchase dedicated Flood limits
\$	50,000	Per Occurrence Per Named Insured for this Declaration for Fine Arts for the peril of Flood for Named Insured(s) who do not purchase dedicated Flood limits
	24 Hour	Waiting Period for Service Interruption for All Perils and Coverages
	2.5%	of Annual Tax Revenue Value per Location for Tax Interruption
	Not Covered	Per Occurrence for Off Premises Vehicle Physical Damage. If Off-Premises coverage is included/purchased, the stated deductible will apply to vehicle physical damage both on and off-premises on a Per Occurrence basis, unless otherwise stated. If Off-Premises coverage is not included, On-Premises/In-Yard coverage is subject to the All Risk (Basic) deductible.

**DEDUCTIBLES FOR  
SPECIFIC PERILS  
AND COVERAGES:  
(continued)**

\$	25,000	Per Occurrence for Contractor's Equipment
\$	25,000	Except \$5,000 for Fine Art and \$2,500 for Electronic Data Processing Per Occurrence for Primary Terrorism

\$ 500,000 Per Occurrence for Excess Terrorism (Applies only if the Primary Terrorism Limit is exhausted)

Included Information Security & Privacy Insurance with Electronic Media Liability Coverage. See Cyber Coverage Document for details of coverage terms, limits and deductibles. (Cyber Liability)

**SPECIAL TERMS 1:**      Unscheduled Research Animals for Universities and Institutions of Higher Learning

\$2,500,000                      Special Terms Limit

Same As All Risk              Special Terms Deductible

**SPECIAL TERMS 2:**      Business Interruption Coverage is extended to include tuition fees as respects Universities attaching under Declaration 26

Included in Business Interruption sublimit      Special Terms Limit

Same As All Risk                                      Special Terms Deductible

**TERMS & CONDITIONS:**                      25% Minimum Earned Premium and cancellations subject to 10% penalty

Except Cyber Liability Premium is 30% Earned at Inception

Except Pollution Liability Premium is 100% Earned at Inception

**NOTICE OF CANCELLATION:**                      90 Days except 10 Days for non-payment of premium

	<b>Annual Cost*</b>
<b>Total Property Premium:</b>	\$ 182,203.00
<b>Excess Boiler:</b>	\$ 3,102.00
<b>ABS Fee:</b>	\$ 5,107.00
<b>SLT&amp;F's (Estimate)</b>	\$ 5,929.76
<b>TOTAL COST †: (Including Taxes and Fees)</b>	\$ 196,341.76
*Premiums are based on valid selectable options and the TIV's above. Changes in TIV's will require a premium adjustment.	

† TOTAL COST includes: premiums, underwriting fees, commissions, loss control expenses, program administration charges, and applicable taxes (excluding the Cyber Enhancement premium - should you have elected to purchase this coverage)

**PRINT DATE:** May 26, 2016

**PROPOSAL VALID UNTIL:** July 1, 2016

**BROKER:** **ALLIANT INSURANCE SERVICES, INC.**  
**License No.** 0C36861

Daniel Howell  
Sr Executive Vice President

David Evans  
Senior Vice President

Rachel Ramos  
Account Manager, Lead

**NOTES:**

- *Major pending and approved changes to the APIP Program are described in the Executive Summary.*
- *Change in Total Insurable Values will result in adjustment in premium*
- *Some coverage, sub-limits, terms and conditions could change until negotiations with the insurance carriers have been finalized*
- *Coverage outlined in this Proposal is subject to the terms and conditions set forth in the policy. Please refer to Policy for specific terms, conditions and exclusions*

**ALLIANT INSURANCE SERVICES, INC.  
ALLIANT PROPERTY INSURANCE PROGRAM (APIP)**

**BOILER & MACHINERY PROPOSAL**

**NAMED INSURED:** University of California Hastings College of Law

**POLICY PERIOD:** July 1, 2016 to July 1, 2017

**COMPANIES:** See Attached List of Companies

**TOTAL INSURED VALUES:** \$ 249,485,488 as of May 26, 2016

**STATUS/RATING:** See Attached List of Companies

**COVERAGES & LIMITS:**

\$	100,000,000	Boiler Explosion and Machinery Breakdown, (for those Named Insureds that purchase this optional dedicated coverage) as respects Combined Property Damage and Business Interruption/Extra Expense (Including Bond Revenue Interest Payments where Values Reported and excluding Business Interruption for power generating facilities unless otherwise specified). Limit includes loss adjustment agreement and electronic computer or electronic data processing equipment with the following sub-limits:
	Included	Jurisdictional and Inspections
\$	10,000,000	Per Occurrence for Service/Utility/Off Premises Power Interruption
	Included	Per Occurrence for Consequential Damage/Perishable Goods/Spoilage
\$	10,000,000	Per Occurrence for Electronic Data Processing Media and Data Restoration
\$	2,000,000	Per Occurrence, Per Named Insured and in the Annual Aggregate per Declaration for Earthquake Resultant Damage for Members who purchase Dedicated Earthquake Coverage
\$	10,000,000	Per Occurrence for Hazardous Substances/ Pollutants/Decontamination
	Included	Per Occurrence for Machine or Apparatus used for Research, Diagnosis, Medication, Surgical, Therapeutic, Dental or Pathological Purposes

**NEWLY ACQUIRED  
LOCATIONS:**

\$ 25,000,000 Automatic Acquisition for Boiler & Machinery values at newly acquired locations. Values greater than \$25,000,000 or Power Generating Facilities must be reported within 90 days and must have prior underwriting approval prior to binding

**VALUATION:**

Repair or Replacement except Actual Loss sustained for all Time Element coverages

**EXCLUSIONS**

**(Including but not limited to):**

- Testing
- Explosion, except for steam or centrifugal explosion
- Explosion of gas or unconsumed fuel from furnace of the boiler

**OBJECTS EXCLUDED:**

**(Including but not limited to):**

- Insulating or refractory material
- Buried Vessels or Piping
- Furnace, Oven, Stove, Incinerator, Pot Kiln

**NOTICE OF**

**CANCELLATION:**

90 days except 10 days for non-payment of premium

**DEDUCTIBLES:**

\$ 10,000	Except as shown for Specific Objects or Perils
\$ 10,000	Electronic Data Processing Media
\$ 10,000	Consequential Damage
\$ 10,000	Objects over 200 hp, 1,000 KW/KVA/Amps or Boilers over 5,000 square feet of heating surface
\$ 50,000	Objects over 350 hp, 2,500 KW/KVA/Amps or Boilers over 10,000 square feet of heating surface
\$ 100,000	Objects over 500 hp, 5,000 KW/KVA/Amps or Boilers over 25,000 square feet of heating surface
\$ 350,000	Objects over 25,000 hp, 25,000 KW/KVA/Amps or Boilers over 250,000 square feet of heating surface
10 per foot / \$2,500 Minimum	Deep Water Wells
24 Hour Waiting Period	Utility Interruption
24 Hours	Business Interruption/Extra Expense Except as noted below
30 Days	Business Interruption - Revenue Bond
5 x 100% of Daily Value	Business Interruption - All objects over 750 hp or 10,000 KW/KVA/Amps or 10,000 square feet heating surface
5 x 100% of Daily Value	Business interruption - All Objects at Waste Water Treatment Facilities and All Utilities



**Annual Cost**

**COST:** Cost is included on Property Proposal

**PRINT DATE:** May 26, 2016

**PROPOSAL VALID UNTIL:** July 1, 2016

**BROKER:** **ALLIANT INSURANCE SERVICES, INC.**  
**License No.** 0C36861  
Daniel Howell  
Sr Executive Vice President, Mng Dir, Specialty  
  
David Evans  
Senior Vice President  
  
Rachel Ramos  
Account Manager, Lead

**NOTES:**

- *Major pending and approved changes to the APIP Program are described in the Executive Summary.*
- *Change in Total Insurable Values will result in adjustment in premium*
- *Some coverage, sublimits, terms and conditions could change until negotiations with the insurance carriers have been finalized*
- *Coverage outlined in this Proposal is subject to the terms and conditions set forth in the policy. Please refer to Policy for specific terms, conditions and exclusions*

**ALLIANT INSURANCE SERVICES, INC.  
ALLIANT PROPERTY INSURANCE PROGRAM (APIP)**

**POLLUTION LIABILITY COVERAGE PROPOSAL**

**TYPE OF INSURANCE:** ☒ Insurance ☐ Reinsurance

**TYPE OF COVERAGE:** Claims Made and Reported Pollution Liability

**PROGRAM:** Alliant Property Insurance Program (APIP)

**NAMED INSURED:** Any member(s), entity(ies), agency(ies), organization(s), enterprise(s), pool(s), Joint Powers Authority(ies) and/or individual(s) attached to each Declaration insured as per Named Insured Schedule on file with Insurer, listed below.

**POLICY PERIOD:** July 1, 2016 to July 1, 2017

**RETROACTIVE DATE:** July 1, 2011 for existing insureds included on the 2011-2012 policy at inception; For all other insureds the retroactive date is the date of addition to the Program.

**COMPANY:** Illinois Union Insurance Company

**A.M. BEST INSURANCE RATING:** A++u, Superior, Financial Category XV  
(\$2 Billion or greater)  
Effective July 2, 2015

**STANDARD & POORS RATING:** AA (Very Strong) as of March 23, 2016

**ADMITTED STATUS:** Non-Admitted in all states except Illinois

**COVERAGE LOCATIONS:** Per the following SOVs submitted on 3/16/2016:

1. PEPIC DEC 1 – SOVs
2. PEPIC DEC 2 – SOVs
3. PEPIC DEC 3 – SOVs
4. PEPIC DEC 4 – SOVs
5. PEPIC DEC 5 – SOVs
6. PEPIC DEC 8 – SOVs (Excludes SPIP, except as endorsed)
7. PEPIC DEC 11 – SOVs
8. PEPIC DEC 12 – SOVs
9. PEPIC DEC 19 – SOVs
10. PEPIC DEC 20 – SOVs
11. PEPIC DEC 21 – SOVs
12. PEPIC DEC 25 – SOVs
13. PEPIC DEC 26 – SOVs
14. PEPIC DEC 27 – SOVs
15. PEPIC DEC 28 – SOVs
16. PEPIC DEC 30 – SOVs
17. PEPIC DEC 33 – SOVs
18. PEPIC DEC 34 – SOVs

**COVERAGE  
LOCATIONS:  
CONTINUED**

Covered locations include any location owned, operated, managed, leased or maintained by the Insured at policy inception. Covered locations also include any subsurface potable water, wastewater or storm water pipes to or from a covered location, that is not a pipe, provided that such pipes are located within a one thousand (1,000) foot radius of such covered location.

**COVERAGES  
& LIMITS:**

**\$25,000,000 Policy Program Aggregate (all insureds combined)**  
**\$ 2,000,000 Per Pollution Condition or Indoor Environmental Condition**  
**\$ 2,000,000 Per Named Insured Aggregate**

**SUBLIMITS:**

**\$ 500,000 Per Bacteria / Virus Indoor Environmental Condition Insured Aggregate Sublimit\***  
**\$ 250,000 Catastrophe Management Costs Sublimit\***

\*Note: the above sub-limits payable under this coverage do not increase and are not in addition to the applicable limit of liability.

**EXTENDED  
REPORTING PERIOD:**

For First Named Insured - To be determined at the time of election (additional premium can apply); Ninety (90) day basic extended reporting period available without additional premium

**SPECIFIC  
COVERAGE  
PROVISIONS:**

**CLAIMS MADE AND REPORTED**

Coverage A – New Pollution Conditions or Indoor Environmental Conditions Coverage:

First-party and third-party coverage for claims arising out of a pollution condition on, at, under or migrating from a covered location, or an indoor environmental condition at a covered location, provided the claim is first made or the Insured first discovers such pollution condition or indoor environmental condition during the policy period.

Coverage B – Transportation Coverage:

First-party and third-party coverage for claims arising out of a pollution condition resulting from transportation, provided the claim is first made or the Insured first discovers such pollution condition during the policy period.

Coverage C – Non-Owned Disposal Site Coverage:

Third-party coverage for claims arising out of a pollution condition on, at, under or migrating from a non-owned disposal site, provided the claim is first made during the policy period.

Supplemental coverage for First-party and Third-party claims arising out of pollution conditions and indoor environmental conditions resulting from covered operations is included. Covered operations are defined as any operations within the capacity of a public entity which are performed by or on behalf of a “named insured” outside the physical boundaries of a “covered location”.

**SPECIFIC  
COVERAGE  
PROVISIONS (cont.):**

Coverage for catastrophe management costs and emergency response costs (first-party remediation costs incurred within seven (7) days following the discovery of a pollution condition) included, provided that the costs are reported to the insurer within fourteen (14) days.

Supplemental coverage for Products Pollution is included for potable, reclaimed and recycled water processed at any covered location that is also a potable water or wastewater treatment plant. This coverage covers Third-party claims arising out of product pollution, provided the claim is first made during the policy period. Coverage of lead contamination of potable water is excluded.

All Named Insureds scheduled on this policy have the same rights as the First Named Insured; this includes any member of a pool or Joint Powers Authority specifically scheduled onto this policy.

Coverage for mid-term transactions for values that are less than \$25,000,000 shall automatically be added as a covered location, upon the closing date of such acquisition, or the effective date of such lease, management, operation or maintenance right or obligation, respectively.

Automatic Acquisition and Due Diligence – Property purchased in the amount of or in excess of \$25,000,000 need to be reported within 90 days, along with a Phase I Environmental Site Assessment, or two (2) years of property insurance loss runs or a completed, signed application.

Illicit Abandonment is included in the definition of pollution condition.

Mold, fungi and legionella pneumophila are included in the definition of an indoor environmental condition.

Defense Costs and Expenses are within Limits of Liability.

The insurance afforded by this Policy shall apply in excess of any other valid, collectible insurance, with the exception of policies specifically written to be in excess of this policy.

Underground Storage Tanks coverage included, with a self-insured retention of \$750,000. **Note: Does not meet financial assurance requirements.**

Loss covered pursuant to a Federal, State, County or Municipality administered underground storage tank fund, or any functional equivalent to such fund, shall be considered primary insurance, to which the coverage afforded pursuant to this Policy shall only apply in excess. Under such primary insurance policy shall erode the \$750,000 per pollution condition self-insured retention. *This includes storage tank pollution liability insurance.*

Blanket Coverage included for Non-Owned Disposal Sites. Includes Any properly permitted and licensed non-owned disposal sites that has not been identified by the United States EPA National Priorities List, CERCLIS list or any functional equivalent of those listings, and is not undergoing voluntary or regulatory required remediation at the time the waste was received for disposal.

**EXCLUSIONS**  
**(including but not**  
**limited to):**

Coverage does not apply to any claim or loss from:

- Asbestos and Lead Based Paint. *This exclusion does not apply to Third-party claims for Bodily Injury, Property Damage or any associated legal defense expenses, nor to First-party Remediation Costs arising out of asbestos, asbestos-containing material, or lead-based paint discovered in soil or groundwater. Also does not apply to first-party remediation costs that first commenced during the policy period, do not arise out of or relate to any pollution conditions which existed prior to policy inception, are sudden, unintended and unexpected by the Insured and discovered within seven (7) days of commencement, as long as they are reported to the Insurer within twenty-one (21) days of discovery. This does not include coverage for asbestos or lead-based paint abatement, removal, or disposal resulting from the maintenance, renovation or physical improvement of a covered location.*
- Contractual Liability – *Does not apply to environmental indemnity obligations, or to liability of others that would have attached to the Insured in the absence of a contract or agreement.*
- Divested Property
- Employers Liability
- Criminal Fines and Criminal Penalties
- Fraud or Misrepresentation
- Sewage Backup – *based upon or arising out of the reverse flow of sewage through a sanitary lateral into any structure, including, but not limited to, 3<sup>rd</sup> party residences and commercial buildings. This exclusion does not apply to your insured locations.*
- First Party Property Damage – *Does not apply to remediation costs, emergency response costs, business interruption costs or catastrophe management costs.*
- Insured's Internal Expenses - *Does not apply to emergency response costs, along with any associated catastrophe management costs.*
- Insured vs. Insured
- Intentional Non-Compliance
- Known Conditions
- Landfills, Recycling Facilities, or Oil and/or Gas Producing or Refining Facilities
- Ports – *Defined as a location on the coast or any other body of water where ships or watercraft can dock and transfer cargo to or from land and engages in the business of importing/exporting of goods.*
- Airports – *Defined as a location whereby enplanement occurs and/or cargo is moved for a fee and the following operations are conducted: storage, transportation and dispensing of fuel and/or de-icing solutions.*
- Material Change in Risk – *Does not apply to covered operations that are performed with respect to uses and operations that are within the capacity of a Public Entity.*
- Professional Liability
- Regulatory Compliance – *Does not apply to any such non-compliance that occurs subsequent to release from a covered underground storage tank.*

## EXCLUSIONS

(including but not limited to, cont.):

- Work Product
- Workers' Compensation
- Products Liability. *Does not apply to a pollution condition that first commences during transportation, or to pollution conditions resulting from the use of potable, reclaimed or recycled water processed at any covered location that is also a potable water or wastewater treatment plant, if applicable. Also does not apply to coverage afforded for product pollution pursuant to the Products Pollution Coverage Endorsement attached to this policy. Lead contamination of potable water is not covered and is excluded.*
- Lead Contaminated Water
- Property damage to any automobile, aircraft, watercraft, railcar or other conveyance utilized for transportation.
- War or Terrorism
- Any subsurface potable water, wastewater or storm water pipes leading to or exiting from a covered location, which is not a pipe, provided that such pipe sections are located beyond a one thousand (1,000) foot radius of such covered location.

## RETENTION:

\$ 75,000	Per Pollution Condition or Indoor Environmental Condition
\$375,000	Per Named Insured Aggregate retention applicable to all Pollution Conditions or Indoor Environmental Conditions
\$ 37,500	Per Named Insured maintenance retention applicable to all Pollution Conditions or Indoor Environmental Conditions
\$750,000	Underground Storage Tanks Specific
10 Days	Waiting Period for Business Income and Extra Expense

## CLAIMS REPORTING NOTICE

PLEASE NOTE THAT POLLUTION LIABILITY POLICIES CONTAIN EXTREMELY STRICT CLAIM REPORTING PROCEDURES. Below please find your policy specific claim reporting requirements - Please make sure you understand these obligations. Contact your Alliant Service Team with any questions.

## THIS IS A CLAIMS MADE POLICY

This claims-made policy contains a requirement stating that this policy applies only to any claim first made against the Insured and reported to the insurer during the policy period or applicable extended reporting period. Claims must be submitted to the insurer during the policy period, or applicable extended reporting period, as required pursuant to the Claims/Loss Notification Clause within the policy in order for coverage to apply. Late reporting or failure to report pursuant to the policy's requirements could result in a disclaimer of coverage by the insurer.

**LOSS REPORTING REQUIREMENTS:**

Written notice of any claim or pollution condition, within seven (7) days of discovery for pollution conditions requiring immediate emergency response. Concurrently, please send to:

- 1) ACE Environmental Risk Claims Manager  
ACE USA Claims  
P.O. Box 5103  
Scranton, PA 18505-0510  
(888) 310-9553 24 Hour Environmental Emergency Hotline  
(800) 951-4119 (Fax – First Notices Only)  
(866) 635-5687 (Fax – All Other Items)  
[CasualtyRiskEnvironmentalFirstNotice@chubb.com](mailto:CasualtyRiskEnvironmentalFirstNotice@chubb.com)
- 2) ACE Alert Program  
Sign up for ACE Alert at <https://ace.spillcenter.net/>  
24/7 incident reporting via phone, web or mobile device  
App Available on Apple App Store, Google Play and Blackberry App World
- 3) Martin Fox-Foster  
Alliant Insurance Services, Inc.  
100 Pine Street, 11th Floor  
San Francisco, CA 94111-5101  
415-403-1417  
415-403-1466 – fax  
[Martin.Fox-Foster@alliant.com](mailto:Martin.Fox-Foster@alliant.com)

**NOTICE OF CANCELLATION:**

90 days except 15 days for non-payment of premium

**REINSTATEMENT PROVISIONS:**

Not Provided.

**POLLUTION LIABILITY COST:**

Cost is included in Total Property Premium  
100% Earned Premium at Inception

**OTHER SERVICES:**

Value-Added Engineering Package:

- Mold Awareness Training
  - ACE will offer a single Mold Awareness Training Presentation, provided by ACE ESIS personnel, for little or no additional cost. Must be held at one central location or online.
- Due Diligence Program Overview
  - ACE will provide up to 50 First Search Reports of government environmental databases for no additional charge
- Asbestos-Containing Materials (ACM)/Lead Based Paint (LBP) Plan
  - ACE will assist the insured in the creation of a single ACM/LBP plan for a minimal additional cost
- Mold Operations & Maintenance (O&M) Plan
  - ACE will assist the insured in the creation of a single Mold O&M plan for a minimal additional cost

**QUOTE VALID UNTIL:** July 1, 2016

**BROKER:**

**ALLIANT INSURANCE SERVICES, INC.**  
**License No. 0C36861**



# ACE ALERT<sup>SM</sup>

## ACE LOGISTICAL ENVIRONMENTAL RESPONSE TECHNOLOGY

Environmental releases can happen unexpectedly and at any moment. When these events occur companies are faced with the responsibility of cleanup and site remediation, not to mention the additional cost factors and regulatory implications that can be involved.

ACE ALERT<sup>SM</sup> is a complimentary program developed to assist ACE Environmental Risk clients find and dispatch qualified incident response contractors, monitor cleanup costs (in real time) and mitigate potential liabilities associated with environmental releases.

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### ACEALERT<sup>SM</sup> Services

- Incident Reporting
- Contractor Referrals
- Response Coordination Assistance
- Incident Documentation
- Invoice Review
- Customized Alerts
- Contractor Registration
- Subject - Relevant E-Marketing communications

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### Key Highlights

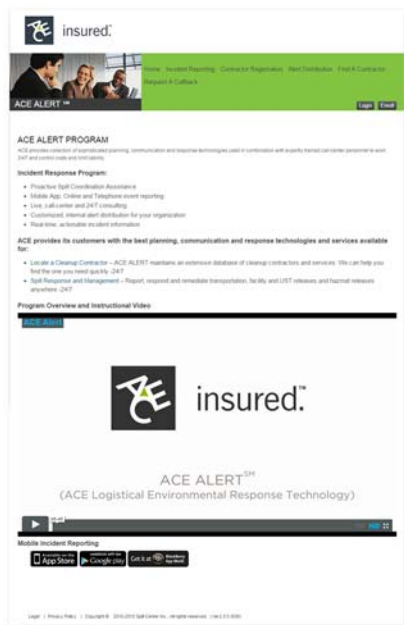
- 24/7 incident reporting via phone, web or mobile device
- Access to a database of over 3,500 response contractors that clients can independently engage for services
- Assistance with Federal/State/Local Regulatory reporting (through an ACE vendor)
- Response coordination assistance (multilingual capabilities)
- Capability of establishing customized alerts via email and/or text message when the system is activated
- Complete data package delivered electronically
- Business Continuity – minimize disruption to the clients' business and focus on returning to normal operations



## How to Access

- Details of the program, including access to where ACE Environmental Risk clients can complete their enrollment, is available online at <https://ace.spillcenter.net>
- Once enrollment is complete, clients can report an environmental incident either online, by telephone or mobile device via the ACE ALERT<sup>SM</sup> application available on iPhone, Android and certain Blackberry models

Visit <https://ace.spillcenter.net> to learn more about ACE ALERT<sup>SM</sup>



## CONTACT US

**Bob Winterburn**  
215 640-1451  
[Robert.Winterburn@esis.com](mailto:Robert.Winterburn@esis.com)

**Steve Piatkowski**  
215 640-4890  
[Steven.Piatkowski@acegroup.com](mailto:Steven.Piatkowski@acegroup.com)

ACE ALERT<sup>SM</sup> is offered through Spill Center, a North American leader in environmental regulatory reporting and spill support that draws from a database of more than 3,500 environmental cleanup contractors throughout North America who are experienced and equipped to react to particular kinds of spills.

Reporting a spill using Spill Center services does not constitute the reporting of a claim in accordance with the terms and conditions of your policy and nor is it an indication that coverage is available under any such policy. Any communications in connection with your use of Spill Center services are not intended to alter, amend or provide interpretive commentary on any insurance policy contracts. Spill Center is not a subsidiary or affiliate of the ACE Group. ACE Group disclaims all liability, loss, damages and other costs that may arise out of your use of or reliance upon any spill reporting services, other services, communications and representations or warranties made by Spill Center or its affiliates.

ACE USA is the U.S.-based retail operating division of the ACE Group, a global leader in insurance and reinsurance, serving a diverse group of clients. Headed by ACE Limited (NYSE: ACE), a component of the S&P 500 stock index, the ACE Group conducts its business on a worldwide basis with operating subsidiaries in more than 50 countries. Additional information can be found at [www.acegroup.com/us](http://www.acegroup.com/us)

Insurance provided by ACE American Insurance Company, Philadelphia, PA and in some jurisdictions, other insurance companies within the ACE Group. The product information above is a summary only. The insurance policy actually issued contains the terms and conditions of the contract. All products may not be available in all states. Surplus lines insurance sold only through licensed surplus lines producers.

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**ALLIANT INSURANCE SERVICES, INC.**  
**ALLIANT PROPERTY INSURANCE PROGRAM (APIP)**  
**CYBER LIABILITY PROPOSAL**

**TYPE OF COVERAGE:** Information Security & Privacy Insurance with Electronic Media Liability Coverage

**PROGRAM:** **Alliant Property Insurance Program (APIP) inclusive of Public Entity Property Insurance Program (PEPIP), and Hospital All Risk Property Program (HARPP)**

**NAMED INSURED:** Any member(s), entity(ies), agency(ies), organizations(s), enterprise(s) and/or individuals(s) attached to each Declaration insured as per schedule on file with Insurer.

**DECLARATION:** Various Declarations as on file with Insurer

**POLICY PERIOD:** July 1, 2016 to July 1, 2017

**TERRITORY:** WORLD-WIDE

**RETROACTIVE DATE:** **APIP/PEPIP**  
*For new members – the retro active date will be the date of addition*  
July 1, 2015 For existing members included on the July 1, 2015/16 policy  
July 1, 2014 For existing members included on the July 1, 2014/15 policy  
July 1, 2013 For existing members included on the July 1, 2013/14 policy  
July 1, 2012 For existing members included on the July 1, 2012/13 policy  
July 1, 2011 For existing members included on the July 1, 2011/12 policy  
July 1, 2010 For existing members included on the July 1, 2010/11 policy

**HARPP**  
*For new members – the retro active date will be the date of addition*  
July 1, 2009 For members endorsed onto the July 1, 2009/10 policy at a \$500,000 limit except for those members who did not provide a "No Known Losses Letter" then the retro date is the date that the member was added  
July 1, 2010 For \$1,500,000 excess \$500,000

**CSU**  
July 1, 2008 California State University and CSU Auxiliary Organizations

**INSURER:** Lloyd's of London - Beazley Syndicate:  
Syndicates 2623 - 623 - 100%

**COVERAGES & LIMITS:**

<b>THIRD PARTY LIABILITY</b>	<b>Ai.</b>	<b>\$</b>	<b>25,000,000</b>	<b>Annual Policy and Program Aggregate Limit of Liability</b> (subject to policy exclusions) for all Insured's/Members combined (Aggregate for all coverage's combined, including Claims Expenses), subject to the following sub-limits as noted.
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**THIRD PARTY  
LIABILITY  
(continued)**

Aii.	\$	2,000,000	<b>Annual Aggregate Limit of Liability</b> for each Insured/Member for <b>Information Security &amp; Privacy Liability</b> . Each Member of a JPA will have a <b>\$2,000,000 Limit Each</b> (Aggregate for all coverages combined, including Claim Expenses) but sublimited to:
B.	\$	500,000	<b>Annual Policy Aggregate Limit of Liability</b> for each Insured/Member <b>Privacy Notification Costs</b> coverage. Limit is \$1,000,000 if Beazley vendor services are used.
C.	\$	2,000,000	<b>Annual Policy Aggregate Limit of Liability</b> for each Insured/Member for all Claims Expenses and <b>Penalties for Regulatory Defense and Penalties</b>  <b>PCI Fines and Penalties</b> coverage added with sub-limit of \$100,000.
D.	\$	2,000,000	<b>Annual Policy Aggregate Limit of Liability</b> for each Insured/Member for all Damages and Claims Expenses for <b>Website Media Content Liability</b> (Occurrence Based)

**FIRST PARTY  
COMPUTER SECURITY**

E.	\$	2,000,000	<b>Policy Aggregate Sublimit of Liability</b> for each Insured/Member for <b>Cyber Extortion Loss</b>
F.	\$	2,000,000	<b>Policy Aggregate Sublimit of Liability</b> for each Insured/Member for <b>Data Protection Loss and Business Interruption Loss</b>
G.			<b>First Party Business Interruption Sub-Limits of Liability</b> for each Insured/Member
	\$	50,000	1) Hourly Sublimit
	\$	50,000	2) Forensic Expense Sublimit
	\$	150,000	3) Dependent Business Interruption Sublimit.

The sub-limits of liability displayed above in Items B, C and D are part of, and not in addition to, the overall Annual Aggregate Limit of Liability for each Insured/Member (Item Aii)

**RETENTION:**

\$	25,000	CSU Auxiliary Organizations only
\$	50,000	Per Occurrence for each Insured/Member with TIV up to \$500,000,000 at the time of loss
	8	Hour waiting period for first party claims
\$	100,000	Per Occurrence for each Insured/Member with TIV greater than \$500,000,000 at time of loss
	8	Hour waiting period for first party claims

**NOTICE:**

**Policy coverage sections I.A - Information Security & Privacy Liability, I.B.- Privacy Notification Costs and I.C.-Regulatory Defense & Penalties of this policy provide coverage on a claims made and reported basis; except as otherwise provided, coverage under these insuring agreements applies only to claims first made against the insured and reported to underwriters during the policy period.** Claims expenses shall reduce the applicable limit of liability and are subject to the applicable retention.

**EXTENDED  
REPORTING PERIOD:**

For First Named Insured - To be determined at the time of election (additional premium will apply)

**SPECIFIC COVERAGE A.  
PROVISIONS:**

**Information Security and Privacy Liability** pays on behalf of the Insured/Member damages and claims expenses excess of the retention which the Insured/Member shall become legally obligated to pay because of any claim, including a claim for violation of a privacy law first made against the Insured/Member and reported to underwriters during the policy period for

- theft, loss or unauthorized disclosure of personally identifiable non-public information or third party corporate information that is in the care, custody or control of the Insured/Member, or an independent contractor that is holding, processing or transferring such information on behalf of the Insured/Member.
- Acts or incidents that directly result from the failure of computer security to prevent a security breach including
  - Alteration, corruption, destruction, deletion, or damage to a data asset stored on computer systems
  - Failure to prevent transmission of malicious code from computer systems to third party computer systems
  - Participation in a denial of service attack directed against a third party computer system
- The failure to timely disclose any of the above in violation of any breach notice law
- The failure to comply with a privacy policy involving the disclosure, sharing or selling of personally identifiable non-public information
- The failure to administer an identity theft prevention program

**B. Privacy Notification Costs** pay the Insured/Member for reasonable and necessary costs to comply with a breach notice law because of an incident that first takes place on or after the retroactive date and before the end of the policy period. Privacy Notification Costs means costs incurred within one year of the reporting of the incident or suspected incident to the Underwriters:

- To hire security experts;
- Notification provisions,
- Public relations mitigation up to \$50,000 subject to Nil coinsurance
- Credit monitoring for the purpose of mitigating potential damages and are subject to Nil coinsurance
  - Credit file monitoring,
  - Mailing and third party administrative costs

To provide notification to:

- (a) Individuals who are required to be notified by the **Insured Organization** under the applicable **Breach Notice Law**; and
- (a) In the Underwriters' discretion, to individuals affected by an incident in which their **Personally Identifiable Non-Public Information** has been subject to theft, loss, or Unauthorized Disclosure in a manner which compromises the security or privacy of such individual by posing a significant risk of financial, reputational or other harm to the individual.

**SPECIFIC COVERAGE PROVISIONS:**  
**(Continued)**

- C. **Regulatory Defense and Penalties** pays on behalf of the Insured/Member claims expenses and penalties which the Insured/Member shall become legally obligated to pay because of any claim in the form of a regulatory proceeding resulting from a violation of a privacy law and caused by an incident described under certain sections of the information security and privacy liability section of the policy.
- D. **Website Media Content Liability** (occurrence based) pays on behalf of the insured damages and claims expenses resulting from any claim made against the Insured/Member for one or more of the following acts committed in the course of covered media activities:
- Defamation, libel, slander, trade libel
  - Privacy violation
  - Invasion or interference with publicity
  - Plagiarism, piracy, misappropriation of ideas under implied contract
  - Infringement of copyright
  - Infringement of domain name, trademark
  - Improper deep-linking or framing within electronic content
- E. **Cyber Extortion** indemnifies the Insured/Member for costs incurred as a result of an extortion threat by a person other than employees, directors, officers, principals, trustees, governors, managers, members, etc.
- F. **First Party Data Protection** indemnifies the Insured/Member for data protection loss as a result of alteration, corruption, destruction, deletion, damage or inability to access data assets.
- G. **First Party Network Business Interruption** indemnifies the Insured/Member for business interruption loss as a direct result of the actual and necessary interruption or suspension of computer systems and is directly caused by a failure of computer security to prevent a security breach.

**EXCLUSIONS:**  
(Including but not limited to)

Coverage does not apply to any claim or loss from

- Bodily Injury or Property Damage
- Any employer-employee relations, policies, practices
- Contractual Liability or Obligation
- Any actual or alleged act, error or omission or breach of duty by any director, officer, manager if claim is brought by principals, officers, directors, stockholders and the like
- Anti-Trust violations
- Unfair trade practices
- Unlawful collection or acquisition of Personally Identifiable Non-Public Information
- Distribution of unsolicited e-mails, facsimile, audio or video recording
- Prior knowledge or previously reported incidents
- Incidents occurring prior to retroactive date/continuity date
- Any act, error, omission, of computer security if occurred prior to policy inception
- Collusion
- Securities Act Violations
- Fair Labor Act Violations
- Discrimination
- Intentional Acts with regard to Privacy and Security Breach
- Infringement - Patent and Copyright
- Federal Trade Commission and related state, federal, local and foreign governmental activities
- Insured vs. Insured
- Money/Securities/Funds Transfer
- Broadcasting, Publications and Advertising
- War and Terrorism
- Pollution
- Nuclear Incident
- Radioactive Contamination

**NOTICE OF CLAIM:**

- **IMMEDIATE NOTICE** must be made to Beazley NY of all potential claims and circumstances (assistance, and cooperation clause applies)
- Claim notification under this policy is to:  
Beazley Group  
Attn: Beth Diamond  
1270 Avenue of the Americas  
New York, NY 10020  
[tmbclaims@beazley.com](mailto:tmbclaims@beazley.com)

**NOTICE OF  
CANCELLATION:**

10 days for non-payment of premium

**REINSTATEMENT  
PROVISIONS:**

Optional reinstatement at 125% of the annual premium

Exhaustion of \$2,000,000 Annual Aggregate Limit of Liability for Each Insured/Member for Information Security & Privacy Liability:  
Reinstatement of Aggregate Limits for each Insured/Member will be automatic and subject to additional premium

**CYBER COST:** Cost is included in Total Property Premium  
30% Earned Premium at Inception

**OTHER SERVICES** Unlimited Access to Beazley Breach Solutions as per attached brochure.

**PROPOSAL VALID  
UNTIL:** July 1, 2016

**BROKER:** ALLIANT INSURANCE SERVICES, INC.

License No. 0C36861

**NOTES:** Coverage outlined in this Proposal is subject to the terms and conditions set forth in the policy. Please refer to Policy for specific terms, conditions and exclusions.



# APIP CYBER ENHANCEMENT OPTION (CEO)

Insurance for the digital age



Dear valued APIP client:

Beazley Insurance Group has been a trusted partner to the APIP program over the last 5 years, providing cyber coverage to Insureds at a nominal cost.

In the last few years there has been a noted increase in the number of cyber attacks. Due to the current cyber climate, Alliant believes it is important to review the limits and coverages available to our insureds and to provide additional options and services.

Alliant and Beazley working together have created an option to augment your current cyber coverage through a new APIP Cyber Enhancement Option (CEO). Even if you believe the current cyber limits available through APIP are sufficient, it may be worth investing time to have your Alliant broker discuss the benefits of enhanced coverage. Organizations with the most robust software protection are still susceptible to human error, a third party mishandling your information, or a rogue employee.

Currently, APIP insureds have \$2 million in cyber limits to include all services related to a data breach with a sub-limit up to \$1 million for Privacy Notification Costs. There are two options available to enhance your coverage through CEO; however, **you must purchase Option 1 first in order to access Option 2.** The increased coverages and services available include:

## Option 1 –

- Separating breach notifications from the dollar limit and specifying the number of covered notifications so that notifications do not erode the APIP limit
- No monetary cap for credit monitoring and call center services
- Lower deductibles for privacy notification services
- Separate, standalone limits for Legal, Forensics, Crisis Management or Public Relations Firms
- Hands-on pre and post loss consultation from an expert team of cyber risk professionals.
- Extensive risk management resources available for your organizations' stakeholders (Legal, IT, Risk, Compliance, etc.)
- Short form application

## Option 2 – Excess Limits available, up to \$5 Million for:

- Regulatory Defense & Penalties
- Website Media Content Liability
- Cyber Extortion
- Data Protection Loss & Business Interruption
- Increased PCI Fines and Penalties (sub-limited)

A Cyber Enhancement Option indication can be provided in 5-7 business days with little information. Contact your Alliant broker or Account Representative for more information by returning the attached document. Thank you.



## Insurance for the digital age



☐ Request:

☐ Declination:

Entity Name

Signature

Date

Print Name and Title

Please return this page to your Alliant representative.

*Premium for C.E.O. is excluded from the APIP Property Proposal.*

**ALLIANT PROPERTY INSURANCE PROGRAM**  
**2016-2017**

**NAMED INSURED SCHEDULE**  
**As of 05/26/2016**

**THE NAMED INSURED IS:**

University of California Hastings College of Law  
200 McAllister Street  
San Francisco, CA 94102

First Named Insured Member shall be deemed the sole agent of each and every Named Insured for the purpose of:

- (1) Giving notice of cancellation,
- (2) Giving instructions for changes in the Policy and accepting changes in this Policy
- (3) The payment of assessments / premiums or receipt of return assessments / premiums.

Member(s), entity(ies), agency(ies), organization(s), enterprise(s) and/or individual(s) for whom the Named Insured has extended coverage is as follows:

**NAMED INSURED:**

University of California Hastings College of Law

**Alliant Property Insurance Program  
2016-2017 Policy Year  
Schedule of Insurers (Proposed)**

Company	A.M. Best's I.D. #	A.M. Best's Guide Rating	Standard and Poor's	State of California
ACE – Illinois Union Insurance Company	003510	A++, Superior; Financial Size Category 15; \$2,000,000,000 or greater (As of 7/2/15)	AA (As of 5/19/14)	Non-Admitted
ACE European Group Limited	086485	A++ , Superior; Financial Size Category 14; \$1,500,000,000 to \$2,000,000,000 (As of 7/2/15)	AA (As of 5/19/14)	Non-Admitted
Allied World Assurance Company	012525	A, Excellent; Financial Size Category 15; \$2,000,000,000 or greater (As of 2/11/16)	A (As of 6/7/11)	Admitted
Arch Specialty Insurance Company	012523	A+, Superior; Financial Size Category 15; \$2,000,000,000 or greater (As of 8/21/15)	A+ (As of 7/29/10)	Non-Admitted
Aspen Specialty Insurance	012630	A, Excellent; Financial Size Category 15; \$2,000,000,000 or greater (As of 11/18/15)	Not Rated (As of 5/3/16)	Non-Admitted
Atain Specialty Insurance Company	002842	A, Excellent; Financial Size Category 8; \$100,000,000 to \$250,000,000 (As of 6/12/15)	Not Rated (As of 5/3/16)	Non-Admitted
Berkshire Hathaway Specialty	000864	A++, Excellent; Financial Size Category 15; \$2,000,000,000 or greater (As of 9/1/15)	AA+ (As of 12/10/14)	Admitted
Endurance America Specialty	013033	A, Excellent; Financial Size Category 15; \$2,000,000,000 or greater (As of 5/28/15)	A (As of 12/5/06)	Non-Admitted
Endurance Worldwide Insurance Limited	083234	A, Excellent; Financial Size Category 15; \$2,000,000,000 or greater (As of 5/28/15)	A (As of 12/5/06)	Non-Admitted
Essex Insurance Company	002732	A, Excellent; Financial Size Category 15; \$2,000,000,000 or greater (As of 5/15/15)	A (As of 10/14/13)	Non-Admitted
Hallmark Specialty Insurance Company	010838	A-, Excellent; Financial Size Category 8; \$100,000,000 to \$250,000,000; (As of 3/18/15)	Not Rated (As of 5/3/16)	Non-Admitted

**Alliant Property Insurance Program  
2016-2017 Policy Year  
Schedule of Insurers (Proposed)**

Company	A.M. Best's I.D. #	A.M. Best's Guide Rating	Standard and Poor's	State of California
Hartford Steam Boiler Inspec & Ins	000465	A++, Superior; Financial Size Category 10; \$500,000,000 to \$750,000,000 (As of 2/5/16)	A+ (As of 4/17/15)	Admitted
Homeland Insurance Company of New York	010604	A, Excellent; Financial Size Category 10; \$500,000,000 to \$750,000,000 (As of 10/30/15)	A- (As of 7/2/10)	Non-Admitted
Houston Casualty Company	003286	A+, Superior; Financial Size Category 15; \$2,000,000,000 or greater (As of 10/22/15)	AA- (As of 10/28/15)	Non-Admitted
Interstate Fire & Casualty Company	002267	A+, Superior; Financial Size Category 15; \$2,000,000,000 or greater (As of 8/6/15)	AA (As of 3/17/16)	Non-Admitted
Ironshore Indemnity Inc. (AZ only)	013847	A, Excellent; Financial Size Category 14; \$1,500,000,000 to \$2,000,000,000 (As of 11/23/15)	Not Rated (As of 5/3/16)	Non-Admitted
Ironshore Specialty Insurance Company	013866	A, Excellent; Financial Size Category 14; \$1,500,000,000 to \$2,000,000,000 (As of 11/23/15)	Not Rated (As of 5/3/16)	Admitted
Lancashire Insurance Company (UK) Ltd.	078390	A, Excellent; Financial Size Category 12; \$1,000,000,000 to \$1,250,000,000 (As of 7/9/15)	A- (As of 5/18/10)	Non-Admitted
Lexington Ins. Company	002350	A, Excellent; Financial Size Category 15; \$2,000,000,000 or greater (As of 1/27/16)	A+ (As of 5/6/13)	Non-Admitted
Liberty Surplus Insurance Corporation	012078	A, Excellent; Financial Size Category 15; \$2,000,000,000 or Greater (As of 10/8/15)	A (As of 7/17/14)	Non-Admitted
Lloyd's of London	085202	A, Excellent; Financial Size Category 15; \$2,000,000,000 or Greater (As of 7/22/15)	A+ (As of 4/23/07)	Non-Admitted

**Alliant Property Insurance Program  
2016-2017 Policy Year  
Schedule of Insurers (Proposed)**

Company	A.M. Best's I.D. #	A.M. Best's Guide Rating	Standard and Poor's	State of California
Maxum Indemnity Company	012563	A-, Excellent; Financial Size Category 8; \$100,000,000 to \$250,000,000; (As of 3/18/16)	Not Rated (As of 5/3/16)	Non-Admitted
Partner Re Ireland Insurance Ltd.	078853	A, Excellent; Financial Size Category 15; \$2,000,000,000 or Greater (As of 8/4/15)	A+ (As of 2/17/12)	Non-Admitted
QBE Specialty Insurance Company	012562	A, Excellent; Financial Size Category 14; \$1,500,000,000 to \$2,000,000,000 (As of 3/10/16)	A+ (As of 7/22/09)	Non-Admitted
RSUI Indemnity Company	012603	A+, Superior Financial Size Category 13; \$1,250,000,000 to \$1,500,000,000 (As of 4/24/15)	A (As of 4/13/15)	Admitted
Scottsdale Surplus Lines Insurance Company	012121	A+, Superior Financial Size Category 15; \$2,000,000,000 or Greater (As of 3/19/15)	A+ (As of 6/17/13)	Non-Admitted
Steadfast Insurance Company	003557	A+, Superior; Financial Size Category 15; \$2,000,000,000 or Greater (As of 10/2/15)	AA- (As of 6/19/07)	Non-Admitted
Tokio Marine Specialty	000763	A++, Superior Financial Size Category 15; \$2,000,000,000 or Greater (As of 6/4/15)	A+ (As of 9/18/15)	Non-Admitted
United States Fire Insurance Company	002136	A, Excellent; Financial Size Category 13; \$1,250,000,000 to \$1,500,000,000 (As of 6/4/15)	A- (As of 11/20/09)	Admitted
Westport Insurance Corporation	000347	A+, Superior; Financial Size Category 15; \$2,000,000,000 or Greater (As of 12/11/15)	AA- (As of 10/28/11)	Admitted
XL Insurance America Inc.	002423	A, Excellent; Financial Size Category 15; \$2,000,000,000 or greater (As of 5/1/15)	A+ (As of 10/30/13)	Admitted

## Disclosures / Disclaimers

**This proposal of insurance is provided as a matter of convenience and information only. All information included in this proposal, including but not limited to personal and real property values, locations, operations, products, data, automobile schedules, financial data and loss experience, is based on facts and representations supplied to Alliant Insurance Services, Inc. by your organization. This proposal does not reflect any independent study or investigation by Alliant Insurance Services, Inc. or its agents and employees.**

**Please be advised that this proposal is also expressly conditioned on there being no material change in the risk between the date of this proposal and the inception date of the proposed policy (including the occurrence of any claim or notice of circumstances that may give rise to a claim under any policy which the policy being proposed is a renewal or replacement). In the event of such change of risk, the insurer may, at its sole discretion, modify, or withdraw this proposal, whether or not this offer has already been accepted.**

**This proposal is not confirmation of insurance and does not add to, extend, amend, change, or alter any coverage in any actual policy of insurance you may have. All existing policy terms, conditions, exclusions, and limitations apply. For specific information regarding your insurance coverage, please refer to the policy itself. Alliant Insurance Services, Inc. will not be liable for any claims arising from or related to information included in or omitted from this proposal of insurance.**

Alliant embraces a policy of transparency with respect to its compensation from insurance transactions. Details on our compensation policy, including the types of income that Alliant may earn on a placement, are available on our website at [www.alliant.com](http://www.alliant.com). For a copy of our policy or for any inquiries regarding compensation issues pertaining to your account you may also contact us at: Alliant Insurance Services, Inc., Attention: General Counsel, 701 B Street, 6th Floor, San Diego, CA 92101.

Analyzing insurers' over-all performance and financial strength is a task that requires specialized skills and in-depth technical understanding of all aspects of insurance company finances and operations. Insurance brokerages such as Alliant Insurance typically rely upon rating agencies for this type of market analysis. Both A.M. Best and Standard and Poor's have been industry leaders in this area for many decades, utilizing a combination of quantitative and qualitative analysis of the information available in formulating their ratings.

A.M. Best has an extensive database of nearly 6,000 Life/Health, Property Casualty and International companies. You can visit them at [www.ambest.com](http://www.ambest.com). For additional information regarding insurer financial strength ratings visit Standard and Poor's website at [www.standardandpoors.com](http://www.standardandpoors.com).

Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.

## NY Regulation 194 and General Broker Compensation Disclosure

Alliant Insurance Services, Inc. is an insurance producer licensed by the State of New York and other States. Insurance producers are authorized by their license to confer with insurance purchasers about the benefits, terms and conditions of insurance contracts; to offer advice concerning the substantive benefits of particular insurance contracts; to sell insurance; and to obtain insurance for purchasers. The role of the producer in any particular transaction typically involves one or more of these activities.

Compensation will be paid to the producer, based on the insurance contract the producer sells. Depending on the insurer(s) and insurance contract(s) the purchaser selects, compensation will be paid by the insurer(s) selling the insurance contract or by another third party. Such compensation may vary depending on a number of factors, including

the insurance contract(s) and the insurer(s) the purchaser selects. In some cases, other factors such as the volume of business a producer provides to an insurer or the profitability of insurance contracts a producer provides to an insurer also may affect compensation.

The insurance purchaser may obtain information about compensation expected to be received by the producer based in whole or in part on the sale of insurance to the purchaser, and (if applicable) compensation expected to be received based in whole or in part on any alternative quotes presented to the purchaser by the producer, by requesting such information from the producer.

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## Other Disclosures / Disclaimers Cont.

### FATCA:

The Foreign Account Tax Compliance Act (FATCA) requires the notification of certain financial accounts to the United States Internal Revenue Service. Alliant does not provide tax advice so please contact your tax consultant for your obligation regarding FATCA.

### NRRA:

*(Applicable if the insurance company is non-admitted)*

The Non-Admitted and Reinsurance Reform Act (NRRA) went into effect on July 21, 2011. Accordingly, surplus lines tax rates and regulations are subject to change which could result in an increase or decrease of the total surplus lines taxes and/or fees owed on this placement. If a change is required, we will promptly notify you. Any additional taxes and/or fees must be promptly remitted to Alliant Insurance Services, Inc.

## Changes and Developments

It is important that we be advised of any changes in your operations, which may have a bearing on the validity and/or adequacy of your insurance. The types of changes that concern us include, but are not limited to, those listed below:

- Mergers and/or acquisition and any change in business ownership, including percentages.
- Any newly assumed contractual liability, granting of indemnities or hold harmless agreements.
- Any changes in existing premises including vacancy, whether temporary or permanent, alterations, demolition, etc. Also, any new premises either purchased, constructed or occupied
- Circumstances which may require an increased liability insurance limit.
- Any changes in fire or theft protection such as the installation of or disconnection of sprinkler systems, burglar alarms, etc. This includes any alterations to the system.
- Immediate notification of any changes to a scheduled of equipment, property, vehicles, electronic data processing, etc.
- Property of yours that is in transit, unless previously discussed and/or currently insured.

### Loss Notification Requirements:

Your policy will come with specific claim reporting requirements. Please make sure your organization understands these obligations and time limitations which are outlined in the attached Loss Notification documents. Contact your Alliant Service Team with any questions.



## Binding Requirements Recap

Required no later than June 30, 2016:

- Signed and dated Request to Bind Coverage form (below)
- Signed and dated Surplus Lines forms as required by your state and attached to this proposal\*
- Full review of Loss Notification Requirements

\*- only required for coverage in the following states: AR, CA, CT, FL, KS, MA, MT, NE, NY, NC, ND, OH, RI, WV, WY

## Request to Bind Coverage

University of California Hastings College of Law

We have reviewed the proposal and agree to the terms and conditions of the coverages presented.

*This Authorization to Bind Coverage also acknowledges receipt and review of all disclaimers, disclosures, and loss notification requirements including exposures used to develop insurance terms, contained within this proposal.*

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**Signature of Authorized Insurance Representative**

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**Date**

---

**Title**

---

**Printed / Typed Name**

**This proposal does not constitute a binder of insurance. Binding is subject to final carrier approval. *The actual terms and conditions of the policy will prevail.***



## LOSS NOTIFICATION REQUIREMENT

### ALLIANT PROPERTY INSURANCE PROGRAM (APIP)

Claim notifications need to be sent to Robert Frey, Diana Walizada and Cathryn O'Meara. In the event this is a *Cyber* loss please include item III contact, for a *Pollution* loss please include item IV contact in addition to Alliant Insurance Services contacts.

- I. During regular business hours (between 8:30 AM and 5:00 PM PST), First Notice of Claim should be reported to Alliant Insurance Services via telephone, fax, mail or e-mail to our San Francisco Office:

Robert A. Frey, RPA  
Senior Vice President, Regional Claims Director  
Voice: (415) 403-1445 Cell: (415) 518-8490  
Email: [rfrey@alliant.com](mailto:rfrey@alliant.com)

Diana L. Walizada, AIC, CPIW, RPA, AINS  
Vice President, Claims Unit Manager  
Voice: (415) 403-1453  
Email: [dwalizada@alliant.com](mailto:dwalizada@alliant.com)

Address:

Alliant Insurance Services, Inc.  
100 Pine St, 11<sup>th</sup> Floor  
San Francisco CA 94111  
Toll Free Voice: (877) 725-7695 Fax: (415) 403-1466

- II. Please be sure to include APIP's Claim Administrator as a CC on all Claims correspondence:

Cathryn O'Meara  
McLaren's Global Claims Services  
1301 Dove St., Suite 200  
Newport Beach, CA 92660  
Voice: (949) 757-1413 Fax: (949) 757-1692  
Email: [cathryn.omeara@mclarens.com](mailto:cathryn.omeara@mclarens.com)

Address:

- III. Cyber Liability Carrier Beazley NY needs to also be provided with Notice of Claim immediately (if purchased):

Beth Diamond  
Beazley Group  
1270 Avenue of the Americas, Suite 1200  
New York, NY 10020  
Fax: (546) 378-4039  
Email: [tmbclaims@beazley.com](mailto:tmbclaims@beazley.com)

Address:

Elaine G. Kim, CISR  
Assistant Vice President, Claims Advocate  
100 Pine Street, 11<sup>th</sup> Floor  
San Francisco, CA 94111-5101  
Voice: (415) 403-1458 Fax: (415) 403-1466  
Email: [ekim@alliant.com](mailto:ekim@alliant.com) & [martin.fox-foster@alliant.com](mailto:martin.fox-foster@alliant.com)

Address:

- IV. Pollution Liability Carrier ACE Environmental, Risk Claims Manager (if purchased):

ACE USA Claims  
PO Box 5103  
Scranton, PA 18505-0510  
Environmental Emergency: (888) 310-9553  
Fax: (800) 951-4119  
Email: [CasualtyRiskEnvironmentalFirstNotice@chubb.com](mailto:CasualtyRiskEnvironmentalFirstNotice@chubb.com)

Address:

Martin Fox-Foster  
Assistant Vice President, Claims Advocate Lead  
100 Pine Street, 11<sup>th</sup> Floor  
San Francisco, CA 94111-5101  
Voice: (415) 403-1417 Fax: (415) 403-1466  
Email: [martin.fox-foster@alliant.com](mailto:martin.fox-foster@alliant.com)

Address:

Please include the Insured /JPA name along with the following information when reporting claims:

- Time, date and specific location of property damaged
- A description of the incident that caused the damage (such as fire, theft or water damage)
- Estimated amount of loss in dollars
- Contact person for claim including name, title, voice & fax numbers
- Complete and return the Property Loss Notice for processing.
- Mortgagee or Loss Payee name, address, and account number

## IN THE EVENT OF A

# PROPERTY LOSS:

- 1) Follow your organization procedures for reporting and responding to an incident*
- 2) Alert local emergency authorities, as appropriate*
- 3) Report the incident to Alliant Insurance Services immediately at:*

# 877-725-7695

**All property losses must be reported as soon as practicable upon knowledge within the risk management or finance division of the insured that a loss has occurred.**

Be prepared to give basic information about the location and nature of the incident, as well as steps which have been taken in response to the incident.

- 4) Report the incident to McLarens Global Claims Services AND your Alliant representative*

## PROPERTY FIRST NOTICE OF LOSS FORM

SEND TO: Alliant Insurance Services, Inc.

BY MAIL: 100 Pine Street, 11<sup>th</sup> Floor, San Francisco, CA 94111

BY FAX: (415) 403-1466

BY EMAIL: [rfrey@alliant.com](mailto:rfrey@alliant.com) AND [dwalizada@alliant.com](mailto:dwalizada@alliant.com)

Carbon Copy APIP Claims Administrator: [cathryn.omeara@mclarens.com](mailto:cathryn.omeara@mclarens.com) and your Alliant representative

Today's Date: \_\_\_\_\_

Type of Claim: (check all that apply)

- |  |                                   |
|--|-----------------------------------|
| <input type="checkbox"/> Real Property     | <input type="checkbox"/> Vehicles |
| <input type="checkbox"/> Personal Property | <input type="checkbox"/> Other    |

### Insured's Name & Contact Information

Insured's Name: \_\_\_\_\_ Point of Contact: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

### Broker/Agent's Name & Contact Information

Company Name: Alliant Insurance Services - Claims Point of Contact: Robert A. Frey & Diana L. Walizada

Address: 100 Pine Street, 11<sup>th</sup> Floor, San Francisco, CA 94111

Phone #: 1-877-725-7695

Fax #: 415-403-1466

### Policy Information

Policy Number: \_\_\_\_\_ Policy Period: \_\_\_\_\_

Limits of Liability: \_\_\_\_\_ per \_\_\_\_\_ agg Self-Insured Retention/Deductible: \_\_\_\_\_

### Loss Information

Date of Incident/Claim: \_\_\_\_\_ Location: \_\_\_\_\_

Description of Loss: \_\_\_\_\_

Please list all attached or enclosed documentation: ☐ (check if none provided) \_\_\_\_\_

Name of Person Completing This Form: \_\_\_\_\_

Signature: \_\_\_\_\_

**Per the PEPIP USA Form Master Policy Wording, Section IV General Conditions;**

**J. NOTICE OF LOSS**

In the event of loss or damage insured against under this Policy, the Insured shall give notice thereof to ALLIANT INSURANCE SERVICES, INC., 100 Pine Street, 11th Floor, San Francisco, CA 94111-1073. TEL NO. (877) 725-7695, FAX NO. (415) 403-1466 of such loss. Such notice is to be made as soon as practicable upon knowledge within the risk management or finance division of the insured that a loss has occurred.

IN THE EVENT OF A

## CYBER LOSS:

- 1) *Follow your organizations procedures for reporting and responding to an incident*
- 2) *Alert authorities, as appropriate*
- 3) *Report the incident to Beazley Group immediately at:*

[tmbclaims@beazley.com](mailto:tmbclaims@beazley.com)

**All Cyber losses must be reported as soon as practicable upon knowledge by the insured that a loss has occurred.**

Be prepared to give basic information about the location and nature of the incident, as well as steps which have been taken in response to the incident.

- 4) *Report the incident to Alliant Claims Department and your Alliant representative*

**SPECIAL NOTE REGARDING PRIVACY NOTIFICATION COSTS:**

The policy provides a \$500,000 Aggregate Limit for Privacy Notification Costs. If you utilize a Beazley vendor, the limit is increased to \$1,000,000.

Please contact Beazley for a list of approved vendors.

**CYBER FIRST NOTICE OF LOSS FORM****SEND TO:** Beazley Group**BY MAIL:** 1270 Avenue of the America's, Suite 1200, New York, NY 10020**BY FAX:** (546) 378-4039**BY EMAIL:** [tmbclaims@beazley.com](mailto:tmbclaims@beazley.com)**CC Alliant Claims Department:**[ekim@alliant.com](mailto:ekim@alliant.com) , [martin.fox-foster@alliant.com](mailto:martin.fox-foster@alliant.com) and your Alliant representative

Today's Date: \_\_\_\_\_

**Insured's Name & Contact Information**

Insured's Name: \_\_\_\_\_ Point of Contact: \_\_\_\_\_

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

**Broker/Agent's Name & Contact Information**Company Name: Alliant Insurance Services – Claims Point of Contact: Elaine Kim & Martin Fox-FosterAddress: 100 Pine Street, 11<sup>th</sup> Floor, San Francisco, CA 94111Phone #: 877-725-7695 Fax #:415-403-1466**Policy Information**

Policy Number: \_\_\_\_\_ Policy Period: \_\_\_\_\_

Limits of Liability: \_\_\_\_\_ per \_\_\_\_\_ agg Self-Insured Retention/Deductible \_\_\_\_\_

**Loss Information**

Date of Incident/Claim: \_\_\_\_\_ Location: \_\_\_\_\_

Description of Loss: \_\_\_\_\_

Please list all attached or enclosed documentation: ☐ (check if none provided) \_\_\_\_\_

Name of Person Completing This Form: \_\_\_\_\_

Signature: \_\_\_\_\_

#### A. NOTICE OF CLAIM, LOSS OR CIRCUMSTANCE THAT MIGHT LEAD TO A CLAIM

1. If any **Claim** is made against the **Insured**, the **Insured** shall, as soon as practicable upon knowledge by the **Insured**, forward to the Underwriters through persons named in Item 9.A. of the Declarations written notice of such **Claim** in the form of a telecopy, or express or certified mail together with every demand, notice, summons or other process received by the **Insured** or the **Insured's** representative; provided that with regard to coverage provided under Insuring Agreements I.A. and I.C., all **Claims** made against any **Insured** must be reported no later than the end of the **Policy Period**, in accordance with the requirements of the **Optional Extension Period** (if applicable), or within thirty (30) days after the expiration date of the **Policy Period** in the case of **Claims** first made against the Insured during the last thirty (30) days of the **Policy Period**.
2. With respect to Insuring Agreement I.B. for a legal obligation to comply with a **Breach Notice Law** because of an incident (or reasonably suspected incident) described in Insuring Clause I.A.1 or I.A.2, such incident or reasonably suspected incident must be reported as soon as practicable during the **Policy Period** after discovery by the Insured. For such incidents or suspected incidents discovered by the **Insured** within 60 days prior to expiration of the Policy, such incident shall be reported as soon as practicable, but in no event later than 60 days after the end the **Policy Period**, provided; if this Policy is renewed by Underwriters and covered **Privacy Notification Costs** are incurred because of such incident or suspected incident reported during the 60 day post **Policy Period** reporting period, then any subsequent **Claim** arising out of such incident or suspected incident is deemed to have been made during the **Policy Period**.
3. With respect to Insuring Agreements I.A. and I.C., if during the **Policy Period**, the **Insured** first becomes aware of any circumstance that could reasonably be the basis for a **Claim** it may give written notice to Underwriters in the form of a telecopy, or express or certified mail through persons named in Item 9.A. of the Declarations as soon as practicable during the **Policy Period** of:
  - a. the specific details of the act, error, omission, or **Security Breach** that could reasonably be the basis for a **Claim**;
  - b. the injury or damage which may result or has resulted from the circumstance; and
  - c. the facts by which the **Insured** first became aware of the act, error, omission or **Security Breach**

Any subsequent **Claim** made against the **Insured** arising out of such circumstance which is the subject of the written notice will be deemed to have been made at the time written notice complying with the above requirements was first given to the Underwriters.

4. A **Claim** or legal obligation under section X.A.1 or X.A.2 above shall be considered to be reported to the Underwriters when written notice is first received by Underwriters in the form of a telecopy, or express or certified mail or email through persons named in Item 9.A. of the Declarations of the **Claim** or legal obligation, or of an act, error, or omission, which could reasonably be expected to give rise to a **Claim** if provided in compliance with sub-paragraph X.A.3. above.

(Cyber)



ACE Environmental Risk

**IN THE EVENT OF AN  
ENVIRONMENTAL EMERGENCY:**

- 1) Follow your organization procedures for reporting and responding to an incident***
- 2) Alert local emergency authorities, as appropriate***
- 3) Report the incident to ACE Environmental Risk immediately at:***

**888-310-9553 or use ACE Alert App**

- 4) Report the incident to Alliant***

Martin Fox-Foster  
Assistant Vice President, Claims Advocate-Lead  
415-403-1417  
415-403-1466 – fax  
Martin.Fox-Foster@alliant.com

Be prepared to give basic information about the location and nature of the incident, as well as steps which have been taken in response to the incident. You will be contacted by a trained representative of ACE to discuss further response steps as soon as possible.

DO follow your organization's detailed response plan  
DO contact your management as well as appropriate authorities  
DO ensure anyone who could come in contact with a spill or release is kept away  
  
DO NOT ignore a potential spill or leak  
DO NOT attempt to respond beyond your level of training or certification





## ACE ENVIRONMENTAL RISK FIRST NOTICE OF LOSS FORM

**SEND TO:** ACE Environmental Risk Claims Manager

**BY MAIL:** ACE USA Claims, P.O. Box 5103, Scranton, PA 18505-0510

**BY FAX:** (800) 951-4119

**BY EMAIL:** [CasualtyRiskEnvironmentalFirstNotice@chubb.com](mailto:CasualtyRiskEnvironmentalFirstNotice@chubb.com)

**CC Alliant Insurance:** [martin.fox-foster@alliant.com](mailto:martin.fox-foster@alliant.com) and your Alliant Representative

**Today's Date:** \_\_\_\_\_

**Notice of: (check all that apply)**

- ☐ Pollution Incident
 ☐ Potential Claim
 ☐ Other \_\_\_\_\_
- ☐ Third-Party Claim
 ☐ Litigation Initiated

### Insured's Name & Contact Information

**Company Name:** \_\_\_\_\_ **Point of Contact:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone #:** \_\_\_\_\_

### Broker/Agent's Name & Contact Information

**Company Name:** Alliant Insurance Services - Claims **Point of Contact:** Martin Fox-Foster

**Address:** 100 Pine Street, 11<sup>th</sup> Floor, San Francisco, CA 94111

**Phone #:** 1-877-725-7695

### Policy Information

**Policy Number:** \_\_\_\_\_ **Policy Period:** \_\_\_\_\_

**Limits of Liability:** \_\_\_\_\_ per \_\_\_\_\_ agg **Self-Insured Retention/Deductible** \_\_\_\_\_

### Loss Information

**Date of Incident/Claim:** \_\_\_\_\_ **Location:** \_\_\_\_\_

**Claimant Name/Address:** \_\_\_\_\_

**Description of Loss:** \_\_\_\_\_

**Please list all attached or enclosed documentation:** ☐ (check if none provided) \_\_\_\_\_

**Name of Person Completing This Form:** \_\_\_\_\_ **Signature:** \_\_\_\_\_

## VII. REPORTING AND COOPERATION

A. The “insured” must see to it that the Insurer receives written notice of any “claim” or “pollution condition”, as soon as practicable, at the address identified in Item 7.a. of the Declarations to this Policy. Notice should include reasonably detailed information as to:

1. The identity of the “insured”, including contact information for an appropriate person to contact regarding the handling of the “claim” or “pollution condition”;
2. The identity of the “covered location” or “covered operations”;
3. The nature of the “claim” or “pollution condition”; and
4. Any steps undertaken by the “insured” to respond to the “claim” or “pollution condition”. In the event of a “pollution condition”, the “insured” **must also take all reasonable measures to provide immediate verbal notice to the Insurer.**

B. The “insured” must:

1. As soon as practicable, send the Insurer copies of any demands, notices, summonses or legal papers received in connection with any “claim”;
2. Authorize the Insurer to obtain records and other information;
3. Cooperate with the Insurer in the investigation, settlement or defense of the “claim”;
4. Assist the Insurer, upon the Insurer’s request, in the enforcement of any right against any person or organization which may be liable to the “insured” because of “bodily injury”, “property damage”, “remediation costs” or “legal defense expense” to which this Policy may apply; and
5. Provide the Insurer with such information and cooperation as it may reasonably require.

C. No “insured” shall make or authorize an admission of liability or attempt to settle or otherwise dispose of any “claim” without the written consent of the Insurer. **Nor shall any “insured” retain any consultants or incur any “remediation costs” without the prior express written consent of the Insurer, except in the event of an “emergency response”. (Emergency Response coverage is limited to the first 7 days)**

D. Upon the discovery of a “pollution condition”, the “insured” shall make every attempt to mitigate any loss and comply with applicable “environmental law”. The Insurer shall have the right, but not the duty, to mitigate such “pollution conditions” if, in the sole judgment of the Insurer, the “insured” fails to take reasonable steps to do so. In that event, any “remediation costs” incurred by the Insurer shall be deemed incurred by the “insured”, and shall be subject to the “self-insured retention” and Limits of Liability identified in the Declarations to this Policy.



## APIP Pollution: Claim Reporting Fact Sheet

This page outlines the steps that should be taken BY YOUR ORGANIZATION, at the time of an environmental incident, to assure that the Pollution coverage offered with ACE through APIP is not jeopardized. We ask that you review this document and provide copies to all appropriate colleagues in advance of a possible incident.

Coverage under Pollution policies is dependent on specific compliance with claims and loss reporting; *especially* in the case of “Emergency Response” expenses that you may incur to address a pollution loss. For these “Emergency Response” expenses there is a strict seven (7) day window, following discovery of a “Pollution Condition” by the “Insured”, after which reasonable expenses will not be reimbursed unless the carrier has given prior consent. It is **extremely important** pollution exposures be reported **immediately**; and clearly no later than seven (7) days.

Although we ask that you fully review your policy and all its’ Terms and Conditions, we have highlighted some key sections of the ACE policy which address the **Emergency Response** issue and the reporting provisions:

**III. DEFENSE AND SETTLEMENT** C. The “insured” shall have the right and duty to retain a qualified environmental consultant to perform any investigation and/or remediation of any “pollution condition” covered pursuant to this Policy. The “insured” must receive the written consent of the Insurer prior to the selection and retention of such consultant, except in the event of an “emergency response”. Any costs incurred prior to such consent shall not be covered pursuant to this Policy, or credited against the “self-insured retention”, except in the event of an “emergency response”.

### V. DEFINITIONS

**F. “Emergency response”** means actions taken and reasonable “remediation costs” 7 days following the discovery of a “pollution condition” by an “insured” in order to abate or respond to an imminent and substantial threat to human health or the environment arising out of such “pollution condition”.

**T. “Pollution condition”** means: **2.** The discharge, dispersal, release, escape, migration, or seepage of any solid, liquid, gaseous or thermal irritant, contaminant, or pollutant, including smoke, soot, vapors, fumes, acids, alkalis, chemicals, hazardous substances, hazardous materials, or waste materials, on, in, into, or upon land and structures thereupon, the atmosphere, surface water, or groundwater.

**V. “Remediation costs”** means reasonable expenses incurred to investigate, quantify, monitor, mitigate, abate, remove, dispose, treat, neutralize, or immobilize “pollution conditions” to the extent required by “environmental law”.

### VII. REPORTING AND COOPERATION

**A.** The “insured” must see to it that the Insurer receives written notice of any “claim” or “pollution condition”, as soon as practicable, at the address identified in Item **7.a.** of the Declarations to this Policy. Notice should include reasonably detailed information as to: **1.** The identity of the “insured”, including contact information for an appropriate person to contact regarding the handling of the “claim” or “pollution condition”;

**B.** The “insured” must: **1.** As soon as practicable, send the Insurer copies of any demands, notices, summonses or legal papers received in connection with any “claim”;

**C.** No “insured” shall make or authorize an admission of liability or attempt to settle or otherwise dispose of any “claim” without the written consent of the Insurer. Nor shall any “insured” retain any consultants or incur any “remediation costs” without the prior express written consent of the Insurer, except in the event of an “emergency response”. (Emergency Response coverage is limited to the first 7 days)

**D.** Upon the discovery of a “pollution condition”, the “insured” shall make every attempt to mitigate any loss and comply with applicable “environmental law”. The Insurer shall have the right, but not the duty, to mitigate such “pollution conditions” if, in the sole judgment of the Insurer, the “insured” fails to take reasonable steps to do so. In that event, any “remediation costs” incurred by the Insurer shall be deemed incurred by the “insured”, and shall be subject to the “self-insured retention” and Limits of Liability identified in the Declarations to this Policy.

The bottom line is if there is a Pollution event, please contact us **immediately** so that we can report the Incident and properly protect coverage for these unexpected events; please refer to the Claims Reporting form for proper contact information.

**NOTICE:**

- 1. THE INSURANCE POLICY THAT YOU ARE APPLYING TO PURCHASE IS BEING ISSUED BY AN INSURER THAT IS NOT LICENSED BY THE STATE OF CALIFORNIA. THESE COMPANIES ARE CALLED “NONADMITTED” OR “SURPLUS LINE” INSURERS.**
- 2. THE INSURER IS NOT SUBJECT TO THE FINANCIAL SOLVENCY REGULATION AND ENFORCEMENT THAT APPLY TO CALIFORNIA LICENSED INSURERS.**
- 3. THE INSURER DOES NOT PARTICIPATE IN ANY OF THE INSURANCE GUARANTEE FUNDS CREATED BY CALIFORNIA LAW. THEREFORE, THESE FUNDS WILL NOT PAY YOUR CLAIMS OR PROTECT YOUR ASSETS IF THE INSURER BECOMES INSOLVENT AND IS UNABLE TO MAKE PAYMENTS AS PROMISED.**
- 4. THE INSURER SHOULD BE LICENSED EITHER AS A FOREIGN INSURER IN ANOTHER STATE IN THE UNITED STATES OR AS A NON-UNITED STATES (ALIEN) INSURER. YOU SHOULD ASK QUESTIONS OF YOUR INSURANCE AGENT, BROKER, OR “SURPLUS LINE” BROKER OR CONTACT THE CALIFORNIA DEPARTMENT OF INSURANCE AT THE FOLLOWING TOLL-FREE TELEPHONE NUMBER: 1-800-927-4357. ASK WHETHER OR NOT THE INSURER IS LICENSED AS A FOREIGN OR NON-UNITED STATES (ALIEN) INSURER AND FOR ADDITIONAL INFORMATION ABOUT THE INSURER. YOU MAY ALSO CONTACT THE NAIC’S INTERNET WEB SITE AT [WWW.NAIC.ORG](http://WWW.NAIC.ORG)**
- 5. FOREIGN INSURERS SHOULD BE LICENSED BY A STATE IN THE UNITED STATES AND YOU MAY CONTACT THAT STATE’S DEPARTMENT OF INSURANCE TO OBTAIN MORE INFORMATION ABOUT THAT INSURER.**
- 6. FOR NON-UNITED STATES (ALIEN) INSURERS, THE INSURER SHOULD BE LICENSED BY A COUNTRY OUTSIDE OF THE UNITED STATES AND SHOULD BE ON THE NAIC’S INTERNATIONAL INSURERS DEPARTMENT (IID) LISTING OF**

**APPROVED NONADMITTED NON-UNITED STATES INSURERS.  
ASK YOUR AGENT, BROKER, OR “SURPLUS LINE” BROKER TO  
OBTAIN MORE INFORMATION ABOUT THAT INSURER.**

**7. CALIFORNIA MAINTAINS A LIST OF APPROVED SURPLUS  
LINE INSURERS. ASK YOUR AGENT OR BROKER IF THE  
INSURER IS ON THAT LIST, OR VIEW THAT LIST AT THE  
INTERNET WEB SITE OF THE CALIFORNIA DEPARTMENT OF  
INSURANCE: WWW.INSURANCE.CA.GOV.**

**8. IF YOU, AS THE APPLICANT, REQUIRED THAT THE  
INSURANCE POLICY YOU HAVE PURCHASED BE BOUND  
IMMEDIATELY, EITHER BECAUSE EXISTING COVERAGE WAS  
GOING TO LAPSE WITHIN TWO BUSINESS DAYS OR BECAUSE  
YOU WERE REQUIRED TO HAVE COVERAGE WITHIN TWO  
BUSINESS DAYS, AND YOU DID NOT RECEIVE THIS DISCLOSURE  
FORM AND A REQUEST FOR YOUR SIGNATURE UNTIL AFTER  
COVERAGE BECAME EFFECTIVE, YOU HAVE THE RIGHT TO  
CANCEL THIS POLICY WITHIN FIVE DAYS OF RECEIVING THIS  
DISCLOSURE. IF YOU CANCEL COVERAGE, THE PREMIUM WILL  
BE PRORATED AND ANY BROKER’S FEE CHARGED FOR THIS  
INSURANCE WILL BE RETURNED TO YOU.**

**Date:** \_\_\_\_\_

**Insured:** \_\_\_\_\_

## ALLIANT INSURANCE SERVICES

### POLICYHOLDER DISCLOSURE NOTICE OF TERRORISM INSURANCE COVERAGE

May 26, 2016

Named Insured: **University of California Hastings College of Law**

We are required to send you this notice pursuant to federal legislation concerning terrorism insurance.

You are hereby notified that under the Terrorism Risk Insurance Act of 2002, as amended, you have a right to purchase insurance coverage for losses resulting from acts of terrorism, *As defined in Section 102(1) of the Act, as amended*: The term "act of terrorism" means any act that is certified by the Secretary of the Treasury, in consultation with the Secretary of Homeland Security and the Attorney General of the United States, to be an act of terrorism; to be a violent act or an act that is dangerous to human life, property, or infrastructure; to have resulted in damage within the United States, or outside the United States in the case of certain air carrier or vessel or the premises of a United States mission; and to have been committed by an individual or individuals, as part of an effort to coerce the civilian population of the United States or to influence the policy or affect the conduct of the United States Government by coercion. Any coverage you purchase for "acts of terrorism" shall expire at 12:00 midnight December 31, 2020, the date on which the TRIA Program is scheduled to terminate, or the expiry date of the policy whichever occurs first, and shall not cover any losses or events which arise after the earlier of these dates.

YOU SHOULD KNOW THAT COVERAGE PROVIDED BY THIS POLICY FOR LOSSES CAUSED BY CERTIFIED ACTS OF TERRORISM IS PARTIALLY REIMBURSED BY THE UNITED STATES UNDER A FORMULA ESTABLISHED BY FEDERAL LAW. HOWEVER, YOUR POLICY MAY CONTAIN OTHER EXCLUSIONS WHICH MIGHT AFFECT YOUR COVERAGE, SUCH AS AN EXCLUSION FOR NUCLEAR EVENTS. UNDER THIS FORMULA, THE UNITED STATES PAYS 85% THROUGH 2015; 84% BEGINNING ON JANUARY 1, 2016; 83% BEGINNING ON JANUARY 1, 2017; 82% BEGINNING ON JANUARY 1, 2018; 81% BEGINNING ON JANUARY 1, 2019 AND 80% BEGINNING ON JANUARY 1, 2020; OF COVERED TERRORISM LOSSES EXCEEDING THE STATUTORILY ESTABLISHED DEDUCTIBLE PAID BY THE INSURER(S) PROVIDING THE COVERAGE. YOU SHOULD ALSO KNOW THAT THE TERRORISM RISK INSURANCE ACT, AS AMENDED, CONTAINS A USD100 BILLION CAP THAT LIMITS U.S. GOVERNMENT REIMBURSEMENT AS WELL AS INSURERS' LIABILITY FOR LOSSES RESULTING FROM CERTIFIED ACTS OF TERRORISM WHEN THE AMOUNT OF SUCH LOSSES IN ANY ONE CALENDAR YEAR EXCEEDS USD100 BILLION. IF THE AGGREGATE INSURED LOSSES FOR ALL INSURERS EXCEED USD100 BILLION, YOUR COVERAGE MAY BE REDUCED.

THE PREMIUM CHARGED FOR THIS COVERAGE CAN BE REQUESTED BELOW AND WILL NOT INCLUDE ANY CHARGES FOR THE PORTION OF LOSS COVERED BY THE FEDERAL GOVERNMENT UNDER THE ACT.

**SELECTION OR REJECTION OF TERRORISM INSURANCE COVERAGE**

WHAT YOU NEED TO DO NOW:

PLEASE PLACE AN "X" IN ONE OF THE BOXES BELOW AND RETURN THIS FORM TO YOUR INSURANCE REPRESENTATIVE.

<input type="checkbox"/>	I am interested in receiving a quote for Terrorism coverage as required to be offered under the Act. Please provide me with a quote.
<input type="checkbox"/>	I decline to purchase the Terrorism coverage as required to be offered under the Act.

\_\_\_\_\_  
Policyholder/applicant signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date

University of California Hastings College of Law



# ALLIANT PROPERTY INSURANCE PROGRAM (APIP)

The largest single property placement in the world... a significant advantage for members



Formed in 1993 to meet the unique property insurance needs faced by public entities, APIP has grown from 65 members in one state and \$600 million in total insurable values (TIV) to nearly 8,000 members in 45 states and more than \$400 billion in TIV.



# ALLIANT PROPERTY INSURANCE PROGRAM (APIP)

## APIP FEATURES

- Broad insuring agreement
- Coverage is not confined to a schedule; rather the policy provides coverage for all property of every description of an insurable nature—both real and personal—of the insured. Coverage also includes property of others in the care, custody, or control of the insured for which the insured is liable or under obligation to keep insured wherever located in the United States.
- Replacement cost for physical damage, including comprehensive and collision damage as an option for automobiles
- Automatic acquisition of new locations, which allows entities to grow without having to wait for underwriting approval
- Blanket fine arts coverage (if scheduled)
- Municipal bond and tax revenue interruption coverage
- Course of construction coverage, including delay in start-up
- Property appraisals for all real property over \$5 million
- Boiler and Machinery coverage is included in the program
- Access to Alliant's proprietary OASYS-Net software system

APIP subscribers are an experienced group of highly qualified worldwide insurers and reinsurers. The program offers per occurrence limits up to \$1 billion. Because of its large size, APIP offers members the best available pricing and access to large earthquake, flood, and wind limits with a carefully detailed spread of risk. In addition, Alliant leverages large premiums with the markets to obtain the best possible pricing and coverage terms.

The program's tremendous growth is a result of highly competitive terms, comprehensive coverage and, most importantly, working closely with members to get their claims paid in a timely manner. In recent years, one of the primary marketing focuses of APIP has been on groups of public entities that jointly purchase their insurance. These "pools," or joint powers authorities (JPAs), have found that APIP coverage is significantly broader and typically 10% to 20% less expensive than similar placements offered by competitors.

## APIP BOILER AND MACHINERY

The Boiler and Machinery program, with limits up to \$100 million, is included in APIP. The program partners with major boiler and machinery authorized inspection agencies for both jurisdictional and consultative services. It provides board-certified engineering expertise in machinery, equipment, electronics, and HVAC through a nationwide field network.

To manage a wide range of critical exposures, the program offers electrical loss prevention surveys, infrared thermography, industry and technical consultation, key account service plan, transformer oil gas analysis, boiler operation and maintenance training, and boiler and pressure vessel inspection services for non-code vessels (and vessels located in jurisdictions that do not require inspections).

## ENVIRONMENTAL LIABILITY

When unaddressed, environmental issues can have catastrophic effects on the physical and financial infrastructure of an organization. APIP offers pollution liability protection against the broad range of environmental risks facing public entities. A single comprehensive policy includes coverage for premises, covered operations, transportation, bodily injury/property damage from pollution conditions, pollution clean-up, mold, and both above-ground storage tanks (ASTs) and underground storage tanks (USTs). Our team of dedicated underwriters has extensive experience in environmental risk and a strong understanding of the unique needs of public entities.

## CYBER RISK

When unchecked, cyber exposures can have a significant, negative impact on an organization's operations. APIP's cyber risk program provides a layer of protection against the ever-changing landscape of technology-related risks. The program is managed by a specialist that will help you assess the exposures that threaten your organization and deliver coverage that matches your unique risk profile. With cyber attacks looming larger than ever, cyber risk insurance is essential to the health of your organization.

## OASYS-NET

OASYS-Net is the proprietary software program that Alliant uses to access property schedules, claims, vendor certificates, and place certificate requests via the Internet. It allows clients to update their property locations, report a claim, or request a certificate of insurance. Client input is reviewed and, once accepted, the changes become a part of the OASYS-Net database.

## ALLIANT INSURANCE SERVICES: THE PARTNER YOU DESERVE.

With a history dating back to 1925, Alliant Insurance Services is one of the nation's leading distributors of diversified insurance products and services. Operating through a national network of offices, Alliant provides property and casualty, workers' compensation, employee benefits, surety, and financial products and services to more than 26,000 clients nationwide.

[www.alliant.com](http://www.alliant.com)

## CONTACT

Tom Bryson  
Senior Vice President  
**805 777 4763**  
[TBryson@alliant.com](mailto:TBryson@alliant.com)

# The Alliant Connect logo, with "Alliant" in a bold sans-serif font, a double right-pointing arrow, and "Connect" in a regular sans-serif font.

The power of Alliant at your fingertips



Your business is a dynamic enterprise, moving with speed and agility to meet the ever-changing needs of your clients, employees, and industry. Decisions are made in real time and information must be accessed at a moment's notice. With AlliantConnect, convenience, security, and service are always at your fingertips and waiting for policy information is never part of the equation.



AlliantConnect is a customized online portal providing instant access to all of your insurance information. With its simple interface and intuitive design, you can manage your documents, access informational materials, stay up to date on policy changes, pay premiums, and interact with a service professional. Simply stated, it's a central hub where you can manage all aspects of your insurance policy.

AlliantConnect seamlessly melds the power of Alliant with the convenience of a secure online portal by empowering you to:

- **Access** all of your insurance information via a transparent and easy-to-use online interface
- **Manage** your documents, including certificates of insurance, in real time
- **Learn** through a comprehensive library of fact sheets, white papers, and presentations
- **Watch** training videos designed to help you better manage risk
- **Locate** a summary of your policy changes
- **Track** important dates and announcements
- **Pay** your premiums quickly and easily using an integrated payment component
- **Communicate** quickly and easily with your Alliant service team

### PUT YOUR POLICY IN YOUR POCKET

With AlliantConnect Mobile, your policy follows you wherever business takes you. You enjoy 24/7 on-the-go-access to insurance information in a secure mobile platform through the following features:

- **One-click "Help" button** that will notify the entire service team if you experience an urgent issue
- **On-demand access** to policy documents, schedules, and endorsements
- **Offline access to documents** once they are downloaded
- **Contact information** of the entire service team

**With AlliantConnect, you can rest assured that your information is stored in a secure location.**

### YOUR INFORMATION IS ALWAYS SECURE

With AlliantConnect, you can rest assured that all your information is secure, including payment transactions that are protected with the highest encryption levels possible. In addition, all data is secured to the appropriate account teams, our database and all backups are stored in a highly encrypted format, and all document changes are archived for audit history. As a company that insures clients against cyber risks, Alliant understands the importance of protecting client information in an online environment and how to maximize the security of your information.

### REAL PEOPLE, ALWAYS WITHIN REACH

We believe that technology is only as successful as the people behind it. This is why we designed AlliantConnect not as a means of removing people from the process, but to bring them closer. In addition to accessing a service professional via the online portal, we also offer a toll-free helpline, where you will have direct access to the AlliantConnect support team. Simply give

us a call, let us know you are an AlliantConnect client, and we will be on the phone to help you get the most out of your account. AlliantConnect offers value and convenience by combining cutting-edge technology, optimum security, and personal service.

### ALLIANT INSURANCE SERVICES: THE PARTNER YOU DESERVE.

With a history dating back to 1925, Alliant Insurance Services is one of the nation's leading distributors of diversified insurance products and services. Operating through a national network of offices, Alliant provides property and casualty, workers' compensation, employee benefits, surety, and financial products and services to more than 26,000 clients nationwide.

[www.alliant.com](http://www.alliant.com)

#### CONTACT

Ilene Anders  
Chief Information Officer  
**619 849 3797**  
[ianders@alliant.com](mailto:ianders@alliant.com)

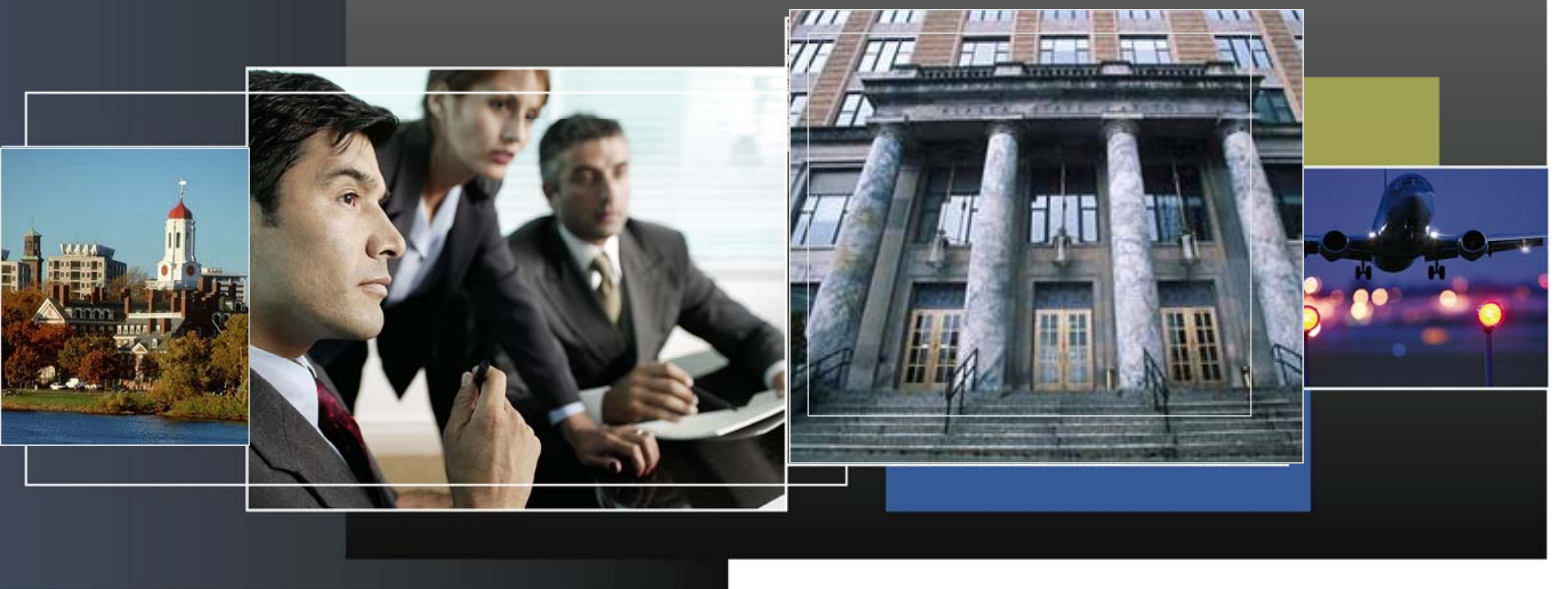
Risk Control and Safety Services

risk control

**APIP**

Alliant Property Insurance Program

MEETING THE UNIQUE RISK CONTROL NEEDS OF PUBLIC ENTITIES AND NON-PROFITS



We understand that managing risk is essential to your organization's success.

**A**ccidents and avoidable incidents that result in financial loss are costly to your organization in many ways. They mean lost time, damaged property, diversion of resources, and possible legal and medical expenses. Accidents and insurance claims can also reflect poorly on a public entity or non-profit organization and its leaders.

Alliant Insurance Services Risk Control Consulting (RCC) Practice is comprised of Alliant consultants and a strategically placed network of subject matter experts nationwide. Our consultants' primary mission is to assist

members of the Alliant Property Insurance Program (APIP) in the identification and reduction of risk exposures.

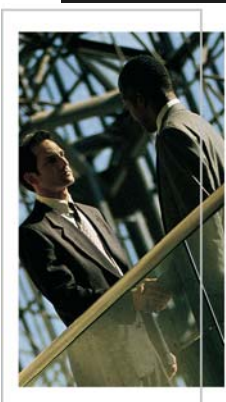
#### **SPECIALIZED KNOWLEDGE**

Our staff averages over 15 years of experience and carries a variety of credentials and certifications to include Professional Engineer, Certified Safety Professional, Industrial Hygienist, Certified Fire Prevention Officer, Associate in Risk Management and others. Most of our consultants maintain a four year college degree, many have post graduate degrees, and all are dedicated to continuing professional development. This helps ensure that we bring the most relevant and up to date risk solutions to our APIP members.

APIP members may access Alliant Risk Control Consulting in any of the following ways:

- Risk Control Consulting's Dedicated Email: [riskcontrol@alliant.com](mailto:riskcontrol@alliant.com)
- Risk Control Solutions Hotline: (888) 737-4752
- Property Protection Impairment: (800) 789-5655

## How to Choose the Right Risk Control Consultant



When seeking a qualified risk control consultant, you should ask:

- Does the consultant have diverse public entity and non-profit experience that includes safeguarding your type(s) of operations and assets?
- Does the consultant have the resources and availability to do the job when you need it and for your intended use?
- Do they tell you what you need to know to control risk?
- Does the consultant have a team of experts who is able to help you if there is a regulatory citation, a serious claim, or challenging litigation?
- Each of these questions can be answered yes by Alliant's Risk Control Consulting practice.



Our services include:

- **Risk Assessment**

We assess your exposures by providing C.O.P.E. (construction, occupancy, protection, and exposure) and natural disaster and catastrophe data, risk quality ratings, recommendations, and facility photographs.

- **Risk Mitigation**

We help you understand the magnitude of your property risks so you can allocate the appropriate resources to mitigate them.

- **Hazard Analysis**

We analyze significant hazards and exposures that are unique to public entities and non-profit organizations. Typically this analysis includes loss estimates, evaluation of protection, and detailed hazard-specific recommendations.

- **Loss Prevention and Environmental Health and Safety Program Analysis**

A detailed analysis of an organization's environmental health and safety, and property construction loss control programs is provided, including management of vendors and contractors, pre-emergency planning, and maintenance.

- **Continuity Planning**

Since various natural and man-made disasters can disrupt the operations of public entities or non-profit organizations, we help clients identify risk, determine potential organizational and customer impacts, and develop disaster plans that ensure survival, protect assets, and mitigate recovery costs.

- **Infrared Surveys**

To prevent unscheduled maintenance, decrease operational interruptions, and improve energy usage of electrical equipment and facilities, we offer infrared testing (which detects electrical problems such as faulty fuses, loose wires, and overloaded circuits).

- **Fire Prevention and Property Conservation**

Our risk control professionals have advanced skills in property conservation and hands-on experience with fire protection systems. Consulting services include:

- **Storage**—Assist clients in selecting the best storage and warehouse methods to help reduce environmental damage.

- **Sprinkler System Analysis**—Evaluate design of existing and new sprinkler systems for adequacy in protection against fire.

- **Pre-Construction**—Help clients choose new sites and review building plans to limit potential deficiencies.

- **Security**—Develop security policies and procedures to protect life and property.

- **Plan Review**—Assess building plans to ensure that fire protection, life safety and security designs meet specifications, insurance, and Authority Having Jurisdiction (AHJ) requirements.

- **Hot Work**

Provide assistance to ensure that proper fire protection procedures are in place when facilities and/or contractors conduct work that emit or require a source of ignition such as grinding, use of torches for cutting and brazing, arc or heli arc welding, etc. Hot work permits are available by contacting RCC.

- **Fire Protection Impairment**

Notify RCC at (800) 789-5655 when you will be compromising fire protection systems for maintenance, construction or repair. Alliant will follow up within 24 hours to ensure that fire protection systems have been restored.

- **Workers' Compensation Services**

To create a safer, healthier workplace environment—and thereby lower workers' compensation costs—we work with clients to reduce the workplace hazards and organizational risk factors that cause or contribute to employee injuries and illnesses. Specialized areas of service include:

- **Total Cost of Risk**—Through a proprietary process, our consultants conduct an assessment and develop client business plans targeting cost drivers and cost reduction to properties.

- **Ergonomics**—Provide clients with workplace studies, process evaluations, office evaluations, and delivery of education and training to managers and supervisors.

- **Industrial Hygiene**—Help clients recognize, evaluate, and control noise, airborne contaminants or energy sources that cause work-related illnesses.

▪ **Fleet Safety Analysis**

Research-based transportation safety programs include full safety assessments, fleet training, accident investigation, and other regulatory audits.

▪ **Training Services**

Comprehensive training services are tailored to your organization's specific risk exposure and are presented in participant-only or train-the-trainer formats. Topics include:

- Arson Prevention
- Property Loss Control Training
- Business Interruption Planning – Business Continuity and Disaster Recovery
- Preventing Slips, Trips, and Falls
- Water Intrusion and Mold Prevention
- Workplace Security
- Crisis Management Communication
- Accident Investigation and Root Cause Analysis
- Chemical Hazards
- Confined Spaces
- Construction Safety
- Electrical Safety
- Ergonomics and Material Handling
- Defensive Driving
- Machine Guarding
- OSHA Compliance
- Office and Classroom Safety
- ... and many more

See the attached addendum for our online streaming videos available to APIP members.

▪ **Webinars and Newsletters**

*See the attached 2015-16 webinar schedule.*

On-line seminars, or “webinars,” and newsletters are used to train and communicate with clients on emerging issues.

**Experienced Risk Control Professionals**

To meet the risk prevention and safety needs of public entity and non-profit clients across the United States, we bring together highly experienced local consultants in major markets nationwide. This ensures that each consultant understands the loss control and regulatory issues unique to that specific market, enabling us to provide the appropriately skilled staff when and where they are needed.

With an average of 15 years of experience in their respective fields, our consultants have the specialization needed to provide the right solutions for your unique exposures and needs.

**Peer Review**

To ensure that all report deliverables provided by Alliant Risk Control Consulting meet best practices, every deliverable we prepare is submitted for peer review by a Certified Safety Professional (CSP). This procedure validates our findings and conclusions while ensuring the feasibility of our recommendations.

Alliant Insurance Services, Inc.  
1301 Dove Street ■ Suite 200 ■ Newport Beach, CA 92660  
(949) 260-5042 Phone ■ (949) 809-1466 Fax ■ [www.alliant.com](http://www.alliant.com)

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# Risk Control Consulting Online Streaming Safety Videos

## **Driving Safety**

- Accidents: "It Won't Happen to Me?"
- Bad Weather Driving
- Bucket Truck Safety
- Backing, Parking and Intersections
- Bobtailing and Jackknifing Safety for CDL Drivers
- Crash Course: Reporting Vehicle Incidents
- Defensive Driving: A Supervisor's Guide
- Defensive Driving: I Could See It Coming
- Defensive Driving: When Good Weather Goes Bad
- Distracted Driving: Real Accidents, Real Stories
- Distracted Driving: Real Accidents, Real Stories II
- Driving Distractions of the Everyday Driver
- Driving Distractions of the Professional Driver
- Driving in Extreme Weather Conditions for CDL Drivers
- Driving Safely in the Hazards of Winter
- Driving Safely: Reason on The Road
- Drowsy Driving: It's Your Wake Up Call
- Drug and Alcohol Testing Requirements for the DOT
- Dying to Get There...The Result of Reckless Driving
- Federal Motor Carrier Safety Administration 2010: Safety, Compliance and Accountability
- Flatbed Truck Safety Training
- High Speed Collisions: The Effects on the Brain
- Hours of Services Training for CDL Drivers
- Pre Trip Inspection: A Circle of Safety
- Preventing Slips, Trips and Falls in the Transportation Industry
- Road Rage: Highway Havoc
- Road Rage: Changing Your Attitude
- Safe Backing Maneuvers for CDL Drivers
- Safe Braking Techniques for CDL Drivers
- Safely Navigating Intersections for CDL Drivers
- Safe Use and Operation of Utility Carts
- The Ultimate Driving Challenge
- Tips and Techniques for Safer Driving
- The Extreme Driving Quiz
- The Safe Loading and Unloading of Delivery Vehicles
- The Safe Operation and Use of Motor Vehicles
- Trucks, Vans and Other Delivery Vehicles
- Vehicle Safety: Being Prepared
- Why We Drive the Way We Do
- Working Safely with Snow Plows and Other Snow Removal
- Utility Cart Safety

## **Health and Safety**

- Back Injury Prevention through Proper Lifting Techniques
- Back Safety: Exercise and Ergonomics
- Back Safety: Proper Lifting Procedures
- Bloodborne Pathogens: Exposure Control
- Bloodborne Pathogens Training
- Ergonomics: Doing Your Part
- Ergonomics for the 21st Century
- Ergonomics: What's Wrong with This Picture?
- Ergonomic Task Analysis and Safety
- Eye Protection

- Good Housekeeping for a Manufacturing Environment
- Good Housekeeping: Keeping Your Workplace Safe
- Hand Injury Prevention
- Hearing Conservation: Testing, Training and Protection
- Heat Stress: Real Accidents, Real Stories
- Heat Stress: Staying Healthy, Working Safely
- Housekeeping
- Hypothermia Prevention
- Lifting and Stretching: A Back Owner's Guide
- Office Ergonomic Principals
- Personal Protective Equipment: Your Last Line of Defense
- Personal Protective Equipment
- Personal Protective Equipment: Awareness and Attitude
- Personal Protective Equipment: Real Accidents, Real Stories
- Preventing Hand and Wrist Injuries
- Preventing Slips, Trips and Falls
- Protect Yourself Against Bloodborne Pathogens
- Protecting Your Hearing
- Respirator Fit Testing and Training
- Respiratory Protection: Maintaining and Using Respirators
- Safe Lifting for Office Workers
- Slips, Trips and Falls: Preventing Accidents
- Slips, Trips and Falls: Stranger Than Friction
- The Cause and Effect of Slips, Trips and Falls
- The Elements of a Successful Ergonomics Program
- The Horror of Losing an Eye
- The Horrors of Losing a Hand
- Training on the Selection and Use of Respirators
- Understanding Musculoskeletal Disorders
- Working Safely in Cold Weather
- Workplace Safety Investigators: Bloodborne Pathogens

## **Security, Fire and Emergency Management**

- A Good Samaritan's Guide to First Aid
- An Overview of an Incident Command System
- Bomb Threat Awareness
- Disaster Preparedness: Hurricanes, Tornadoes and Floods
- Earthquake Preparedness and Safety
- Emergency Evacuation: Plan, Process and Procedures
- Emergency First Aid
- Emergency Preparedness: An Employee's Responsibility
- Emergency Preparedness: A Supervisor's Role
- Emergency Preparedness: Knowing What to Do
- Emergency Preparedness: The Chemical and Biological Threat
- Fire Extinguishers: Ready to Respond
- Fire Extinguisher Training: The PASS Procedure
- Managing the Anger to Prevent the Violence
- Taking Control of Workplace Violence
- The Safe Operation and Use of Fire Extinguishers
- Why Dogs Attack
- Workplace Violence: The Myths and the Mystery
- Workplace Violence: Threat Detection





# Risk Control Consulting Online Streaming Safety Videos

## **OSHA Compliance**

- Asbestos Safety and Awareness
- Basics of Working with Electricity
- Bloodborne Pathogens: Exposure Control
- Bloodborne Pathogens Training
- Chemicals, Supplies & Equipment: Safety for Custodial Services and Maintenance Personnel
- Confined Space Entry Training
- Confined Space: Risk and Responsibilities
- Carbon Monoxide: Safety and Awareness
- Electrical Arc Flash Safety
- Electrical Safety Basics
- Elements of a Successful Ergonomics Program
- Ergonomics: Doing Your Part
- Ergonomics for the 21st Century
- Ergonomic Task Analysis and Safety
- Ergonomics: What's Wrong with this Picture?
- Fall Protection: Preparation, Application & Safety
- Flammable Liquid Safety
- Forklift Operator Safety and Training
- Forklift Safety
- Forklift Safety: Real Accidents, Real Stories
- Forklift Safety: The Experienced Operator
- Forklift Safety: The Triangle of Stability
- Forklift Safety: What's Wrong with This Picture?
- Hazard Communication: It's Your Right to Know
- Hazard Communication: KHAZ Talk Radio
- Hazard Communication: Real Accidents, Real Stories
- Hazard Communication: Satisfying the OSHA Standard
- Hazard Communication: Working Safely with Chemicals
- Hazardous Materials: Spills and Cleanup
- HAZWOPER: Identification of Hazardous Materials
- HAZWOPER: On Site Operations & Safety Considerations
- HAZWOPER Orientation
- HAZWOPER: Personal Protective Equipment
- HAZWOPER: Procedures for Donning, Doffing and Decontamination
- HAZWOPER: Procedures for Medical Surveillance
- HAZWOPER: Respiratory Protection
- HAZWOPER: Site Safety Plans, Instructions & Procedures
- Hearing Conservation: Testing, Training and Protection
- Heat Stress: Staying Healthy, Working Safely
- Hexavalent Chromium Safety
- Housekeeping
- Hydrogen Sulfide Safety Training
- Hypothermia Prevention
- Ladder Safety
- Lead Safety
- Lifting Safely: Cranes, Chains, Slips & Hoists
- Lockout/Tagout Safety
- Lockout/Tagout Safety for Authorized Employees
- Lockout/Tagout Safety for Affected Employees
- Lockout/Tagout Safety: Process, Policy and Procedures
- Machine Guards: Safety and Responsibility
- Machines, Operators and Guides: Real Accidents, Real

## **Stories**

- New Employee Orientation
- New Employee Safety and Orientation Training
- New Rules: OSHA Log 300
- Office Ergonomic Principals
- Order Picker Safety
- Overhead Crane Safety
- Personal Protective Equipment
- Personal Protective Equipment: Awareness & Attitude
- Powered Pallet Jack Safety
- Protect Yourself Against Bloodborne Pathogens
- Protecting Your Hearing
- Recognition and Remediation of Toxic Mold
- Respirator Fit Testing and Training
- Respirator Protection: Maintaining & Using Respirators
- Safe Handling, Storage and Use of Compressed Gas Cylinders
- Safe Operation and Use of Hand & Power Tools
- Safety Operation and Use of Forklifts
- Safe Operation and Use of Pneumatic Tools
- Safety Awareness: Real Accidents, Real Stories
- Safety Awareness II: Real Accidents, Real Stories
- The Safe Operation and Use of Aerial Lifts
- The Safe Operation and Use of Portable Grinders
- Training on the Selection and Use of Respirators
- Understanding and Working Safely with Electricity
- Understanding Musculoskeletal Disorders
- Understanding the Principles of Machine Guarding
- Working Safely with Chemicals
- Working Safely with Scaffolds and Ladders

## **Behavioral Based Safety**

- Accident Causes & Prevention: Identifying Unsafe..
- Accident Investigation: Who, What, Where, Why & How
- A Million Excuses
- An Effective Safety Committee
- In the Blink of an Eye
- Job Safety Analysis Training
- New Employee Orientation
- Safety Awareness: The Most Horrifying Accidents
- Safety Behavior: Reducing Unsafe Acts
- Safety Guidelines for Every Employee
- The Top 25 OSHA Violations

## **Contractor and Construction**

- Back Safety for the Contractor
- Trenching and Shoring: Meeting the Requirements
- Backhoe Safety: Inspection and Walk Around
- Backhoe Operator's Safety and Responsibility
- The Safe Operation and Maintenance of Dump Trucks
- Job Safety and Worker Orientation
- Job Safety Analysis: Step by Step
- Jobsite Safety Inspection
- OSHA's Inspection and Citation Process
- Good Housekeeping on the Jobsite
- Power Tool Safety



# Risk Control Consulting Online Streaming Safety Videos

## **Contractor & Construction (continued)**

- Temporary Electricity Safety
- Lockout/Tagout: Taking Control
- Welding and Cutting Safety
- Aerial Work Platform Safety
- An Overview of Crane Safety
- Crane Rigging Safety
- Mobile Crane Setup
- Mobile Crane Capacities
- Demolition Safety
- Highway Work Zone Safety
- Stairways, Ladders and Safety
- Controlling Your Exposure to Silica
- Cut Off Saw Safety
- Flagger Safety and Traffic Control
- Hot Mix Hazards and Safety
- Driver's Safety Refresher For Trucks In the Construction Industry
- Loading, Hauling and Unloading Construction Equipment Safety
- Pile Driving Safety
- Proper Lifting, Carrying and Manual Handling of Materials
- Skid Steer Loader Safety
- The Safe Operation and Use of Welding and Cutting Equipment
- Trenching and Shoring: Understanding Excavation Safety
- Vehicle Safety Belts
- Welding Safety: The Health Hazards
- Spanish Phrases for Safety: Personal Protective Equipment
- Spanish Phrases for Safety: Fall Protection
- Back Safety for Drywall Workers: Stretch & Flex
- Spanish Phrases for Safety: Job Site Safety
- Spanish Phrases for Safety: Important Interactions
- Electrical Safety for the Construction Worker
- The Proper Inspection and Use of Scaffolds
- Trenching and Shoring: The Competent Person
- Trenching and Shoring: Soil Classification
- Drywall Worker Safety: Working Safely with Stilts

## **Groundskeeping Safety**

- WSI: Groundskeeping Safety
- Landscaping Equipment: Safety and Maintenance
- The Safe Use and Operation of Utility Carts
- Chainsaw Safety
- Tree Trimming Safety
- The Safe Operation of Commercial Lawn Mowers
- Utility Cart Safety
- Killer Bees, Wasps and Spiders
- The Safe Operation and Use of Tractors
- Mosquitoes: What You Need to Know About the West Nile Virus
- Reducing the Effects of Storm Water Runoff
- Pesticide Safety
- Chainsaw Safety Basics

- Chainsaw Safety: Real Accidents, Real Stories
- Tree Trimming Safety: Avoiding the Hazards...
- The Safe Operation and Use of Chainsaws

## **Hospitality and Restaurants**

Titles Include: Shuttle Driver, Valet, Food Service, Hotel Safety and Security, Casino Safety Basics

## **Human Resources**

Over 20 Titles

## **Retail Safety**

Videos address use of a baler, box cutters, safe lifting, c-store safety and security, exercise and ergonomics

## **Sanitation**

15 Titles Including: Roll Offs, Side Loaders, Front & Rear Loaders, Driver Safety, Pre-Trip Inspection

## **Security and Emergency Preparedness**

- Emergency Preparedness: An Employee's Responsibility
- Emergency Preparedness: A Supervisor's Role
- Emergency Preparedness: Knowing What to Do
- Emergency Evacuation: Plan, Process & Procedures
- Emergency First Aid
- Emergency Preparedness: The Chemical & Biological Threat
- Bomb Threat Awareness
- Disaster Preparedness: Hurricanes, Tornadoes & Floods
- Earthquake Preparedness and Safety
- An Overview of an Incident Command System
- Workplace Violence: The Myths and the Mystery
- Managing the Anger to Prevent the Violence
- A Good Samaritan's Guide to First Aid
- Workplace Violence: Threat Detection
- Taking Control of Workplace Violence
- Why Dogs Attack
- Fire Extinguishers: Ready to Respond
- The Safe Operation and Use of Fire Extinguishers
- Hotel Safety and Security Training: Management Awareness

## **Behavioral Based Safety**

- Accident Causes & Prevention: Identifying Unsafe..
- Accident Investigation: Who, What, Where, Why & How
- A Million Excuses
- An Effective Safety Committee
- In the Blink of an Eye
- Job Safety Analysis Training
- New Employee Orientation
- Safety Awareness: The Most Horrifying Accidents
- Safety Behavior: Reducing Unsafe Acts
- Safety Guidelines for Every Employee
- The Top 25 OSHA Violations



# Web-Based Risk Control Training Series for Alliant Property Insurance Program Members: 2016-17 Calendar

The Alliant Property Insurance Program (APIP) offers members assistance to address complex property risk control issues. As a service to APIP clients, Alliant Risk Control Consulting will be presenting a series of one-hour, web-based safety training programs at no charge.

As part of the Web-Based series, APIP members will receive:

- Risk Control and property insurance presenters are subject matter experts with over 20 years of experience.
- Webinars designed by our Risk Control experts to target the unique hazards associated with property loss.
- An audio-plus-web format that enables clients to receive risk control/safety training without leaving their facility. All clients need is a windows-based computer, audio (speakers), and a high speed internet connection.
- Since the programs are delivered live, participants are able to send their questions electronically to the presenter.
- All programs are recorded for future playback.
- APIP Members may choose to participate in selected programs, or the entire series.
- Information on each program, including how to register, will be provided 3 weeks in advance of each webinar. To be included in our distribution list, e-mail or call us at the contact information below.

**Webinar Coordinator: Call (949) 260-5042 or  
e-mail: [riskcontrol@alliant.com](mailto:riskcontrol@alliant.com)**

All training programs will be held from 10 a.m. to 11 a.m. Pacific Standard Time.

## Water Intrusion Series

- **Wednesday, August 10, 2016**  
**Elements and Design of an Effective Water Intrusion Program**
- **Wednesday, September 14, 2016**  
**Use of Technology to Improve Effectiveness of Roof Inspections**
- **Wednesday, October 12, 2016**  
**Mitigating Water Damage**


## Disaster Planning Series

- **Wednesday, November 9, 2016**  
**Elements of an Effective Disaster Plan**
- **Wednesday, December 14, 2016**  
**Integrating Table Top Exercises into Disaster Planning**
- **Wednesday, January 11, 2017**  
**Managing Chaos After an Event**

## Fire Prevention Series

- **Wednesday, February 8, 2017**  
**Management of Fire Protection Systems**
- **Wednesday, March 8, 2017**  
**Material Storage to Reduce Fire Exposure**
- **Wednesday, May 10, 2017**  
**How to Control Common Sources of Loss Due to Fire**
- **Wednesday, June 14, 2017**  
**Ethics for EHS and Risk Management Professionals**





Appraisal Services



## AFTER A PROPERTY LOSS YOU DON'T NEED ANOTHER UNPLEASANT SURPRISE

Suffering a property loss is bad enough without discovering the property was undervalued and you won't recover enough to replace or restore it. The reason for your dilemma: an inaccurate or poorly documented appraisal of the property that created a false sense of security that you were fully covered for the loss.

# Appraisal Services

If your assets are undervalued, or the values cannot be defended, the replacement costs paid by your insurance carrier will not adequately cover your losses. To ensure that commercial and public sector organizations do not face this kind of unpleasant surprise, Alliant Appraisal Services provides clients with accurate, fully documented appraisals they can trust.

Each property valuation is conducted by a licensed, experienced real estate appraiser who utilizes valuation techniques that conform to the federal reporting requirements of the Uniform Standards of Professional Appraisal Practice (USPAP). To ensure accuracy, all appraisals are submitted for peer review.

## CLIENT BENEFITS

Clients benefit from our appraisals in a variety of ways, including:

- Identifying inaccuracies in value based on occupancy or building characteristics
- Identifying inaccuracies in square footage, which impacts value
- Updating values to include building additions and renovations and to capture buildings not previously recorded
- Flagging demolished, relocated, or out-of-service structures, thereby reducing insured value
- Documenting and updating COPE (Construction, Occupancy, Protection, Exposures) data, which may help to lower premiums
- Collecting additional data as requested, including secondary earthquake characteristics and GPS coordinates

## COMMERCIAL APPRAISALS

The depth and diversity of our commercial appraisal knowledge and experience set Alliant Appraisal Services apart from other consultants. Besides our own vast knowledge base, we are able to capitalize on our access to Alliant's vast nationwide appraisal and cost databases to meet specialized appraisal needs for nearly every type of commercial client.

In addition to appraising income-producing real property—including industrial, office, multifamily, and commercial—we have extensive expertise in appraising such unique assets as medical facilities, entertainment venues, hospitality sites, construction equipment, and power generation plants, to name only a few.

## PUBLIC ENTITY APPRAISALS

Establishing accurate replacement values for such public sector assets as infrastructure, public facilities, and specialized equipment requires extensive knowledge of both the type of public entity and type of property. Among the unique public assets we appraise are water distribution systems, sewage treatment facilities, power generation plants, medical treatment facilities, school gymnasiums, fire-fighting equipment, communication towers, roadways, bridges, and many others.

## REPORT FORMATS

Our appraisal reports can be customized to a client's particular requirements, ranging from a spreadsheet that summarizes key data to standalone reports for each asset. Clients can be confident that our appraisal reports will be consistent and supported by reliable market data.

## ALLIANT INSURANCE SERVICES: THE PARTNER YOU DESERVE.

With a history dating back to 1925, Alliant Insurance Services is one of the nation's leading distributors of diversified insurance products and services. Operating through a national network of offices, Alliant provides property and casualty, workers' compensation, employee benefits, surety, and financial products and services to more than 26,000 clients nationwide.

[www.alliant.com](http://www.alliant.com)

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### CONTACT

Lora Carlisle  
Appraisal Manager  
**949 260 5033**  
[lcarlisle@alliant.com](mailto:lcarlisle@alliant.com)

**ALLIANT CRIME INSURANCE PROGRAM  
2016-2017 INSURANCE PROPOSAL  
UNIVERSITY OF CALIFORNIA HASTINGS COLLEGE OF THE LAW**

<b>INSURER:</b>	National Union Fire Insurance Company of Pittsburgh, PA (Chartis)
<b>*A.M. BEST'S GUIDE RATING:</b> <i>(VERIFIED APRIL 2016)</i>	A, Excellent; Financial Size Category 15; Greater than \$2,000,000
<b>*STANDARD &amp; POOR'S RATING:</b> <i>(VERIFIED APRIL 2016)</i>	A+, Strong Financial Security
<b>STATE STATUS:</b>	Admitted
<b>POLICY PERIOD:</b>	July 1, 2016 to July 1, 2017
<b>COVERAGE:</b>	Government Crime Policy on Discovery form including the following coverages: <ul style="list-style-type: none"><li>➤ Employee Theft – Per Loss Coverage</li><li>➤ Forgery or Alteration</li><li>➤ Inside the Premises – Theft of Money and Securities</li><li>➤ Inside the Premises – Robbery &amp; Safe Burglary of Other Property</li><li>➤ Outside the Premises (Money, Securities and Other Property)</li><li>➤ Computer Fraud</li><li>➤ Funds Transfer Fraud</li><li>➤ Money Orders &amp; Counterfeit Money</li></ul>
<b>EXCLUSIONS (Including but not limited to):</b>	<ul style="list-style-type: none"><li>• Unauthorized disclosure of confidential information</li><li>• Governmental Action</li><li>• Indirect Loss</li><li>• Legal Fees and Expenses</li><li>• Nuclear Hazard</li><li>• Pollution</li><li>• War and Military Action</li><li>• Inventory Shortages</li><li>• Trading losses</li><li>• Accounting or Arithmetical Errors or Omissions</li><li>• Exchanges or Purchases</li><li>• Fire</li><li>• Money Operated Devices</li><li>• Motor Vehicles or Equipment and Accessories</li><li>• Transfer or Surrender or Property</li><li>• Vandalism</li><li>• Voluntary Parting of Title to Possession of Property</li></ul>

*\*See last pages for additional details*

**ALLIANT CRIME INSURANCE PROGRAM  
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**ENDORSEMENTS:**

- State Changes
- Additional Named Insured – Endorsement identifies individual member limit and deductible
- Omnibus Named Insured – Coverage extended to all Agencies, Authorities and Districts (including Special Districts) which are governed directly by the governing body of the Named Insured
- Add Faithful Performance of Duty Coverage for Government Employees
- Revision of Discovery and Prior Theft or Dishonesty \$25,000 Sub-Limit
- Cancellation of Policy Amended – 120 Days
- Bonded Employees Exclusion Deleted endorsement
- Add Credit, Debit or Charge Card Forgery
- Include Volunteer Workers as Employees
- Include Specified Non-Compensated Officers as Employees - ALL
- Include Chairperson and Members of Specified Committees – ALL
- Include Designated Persons or Classes of Persons as Employees – Any Director or Trustees , Any Board Members and any Elected or Appointed Officials as Employees – of any of those named as insured
- Include Treasurers or Tax Collectors as Employees
- Include Expenses Incurred to Establish Amount of Covered Loss - \$75,000 Sub-limit
- Employee Post Termination Coverage – 90 Days
- Cancellation Amendatory (Return Pro-Rata)
- Include Leased Workers as Employees Endorsement
- Notice of Claim Reporting by Email
- Economic Sanctions (excludes loss payments in violation of economic or trade sanctions)
- Vendor Theft - \$1,000,000 Limit excess of vendor insurance policy required by contract. If vendor policy is not valid or collectible, this sublimit applies to loss excess of \$500,000. Coverage not applicable if crime insurance is not required in a written agreement
- Conditions Amended - Subrogation of Faithful Performance of Duty Claims - With respect to losses resulting from the failure of any employee to faithfully perform his or her duties as prescribed by law, the company may subrogate only due to actual fraud, corruption, actual malice, or where the employee or a person or entity was unjustly enriched
- Third Party Coverage - \$250,000 Sublimit with \$25,000 Deductible
- Blanket Joint Loss Payable



**ALLIANT CRIME INSURANCE PROGRAM  
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**ENDORSEMENTS  
(continued):**

- CalWorks Employees - Amending the definition of "Employee" to include coverage for individuals that are subject to the Insured's direction and control while performing services for the Insured as a result of an employment contract or agreement with the State of California "Cal Works Program" or any similar state or county work or welfare program.
- Impersonation Fraud Coverage - Adding coverage under the Funds Transfer Fraud insuring agreement for loss of funds resulting from the receipt of a fraudulent phone call or email from a purported vendor, which advises you that the vendor's bank account information has been changed and you suffer a loss of funds because you issued payment to this fraudulent bank account. This coverage is subject to a **\$250,000 sublimit** with a \$25,000 deductible.

	<u><b>2015-2016 CURRENT</b></u>	<u><b>2016-2017 PROPOSED</b></u>
<b>LIMIT:</b>	\$1,000,000	\$1,000,000
<b>DEDUCTIBLE:</b>	\$2,500	\$2,500
<b>ANNUAL PREMIUM:</b>	\$2,950.00	\$2,950.00

**CLAIMS REPORTING  
PROCEDURE:**

AIG  
Financial Lines Claims  
P.O. Box 25947  
Shawnee Mission, KS 66225  
Phone: 888-602-5246  
Fax: 866-227-1750  
Email: c-claim@aig.com  
Also Please forward a copy of the loss to:  
Alliant Insurance Services, Inc.  
Attn: Robert Frey  
100 Pine Street, 11<sup>th</sup> Floor  
San Francisco, CA 94111  
Phone: 415-403-1400  
Fax: 415-403-1466

**BINDING SUBJECTIVITIES:**

- Signed and dated "Request to Bind Coverage"
- Payment to Alliant within 15 Days of Binding

**DATE PREPARED:** May 2, 2016

**QUOTE VALID UNTIL:** July 1, 2016

**BROKER:** **ALLIANT INSURANCE SERVICES, INC.  
NEWPORT BEACH, CALIFORNIA**

Tom E. Corbett Senior Vice President	Lisa Meisner Account Manager
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**ALLIANT CRIME INSURANCE PROGRAM  
2016-2017 INSURANCE PROPOSAL  
UNIVERSITY OF CALIFORNIA HASTINGS COLLEGE OF THE LAW**

***This proposal does not constitute a binder of insurance. Binding is subject to final carrier approval.***

***The actual terms and conditions of the policy will prevail.***

**DISCLOSURES**

*This proposal of insurance is provided as a matter of convenience and information only. All information included in this proposal, including but not limited to personal and real property values, locations, operations, products, data, automobile schedules, financial data and loss experience, is based on facts and representations supplied to Alliant Insurance Services, Inc. by you. This proposal does not reflect any independent study or investigation by Alliant Insurance Services, Inc. or its agents and employees.*

*Please be advised that this proposal is also expressly conditioned on there being no material change in the risk between the date of this proposal and the inception date of the proposed policy (including the occurrence of any claim or notice of circumstances that may give rise to a claim under any policy which the policy being proposed is a renewal or replacement). In the event of such change of risk, the insurer may, at its sole discretion, modify, or withdraw this proposal whether or not this offer has already been accepted.*

*This proposal is not confirmation of insurance and does not add to, extend, amend, change, or alter any coverage in any actual policy of insurance you may have. All existing policy terms, conditions, exclusions, and limitations apply. For specific information regarding your insurance coverage, please refer to the policy itself. Alliant Insurance Services, Inc. will not be liable for any claims arising from or related to information included in or omitted from this proposal of insurance*

*Alliant embraces a policy of transparency with respect to its compensation from insurance transactions. Details on our compensation policy, including the types of income that Alliant may earn on a placement, are available on our website at [www.alliant.com](http://www.alliant.com). For a copy of our policy or for any inquiries regarding compensation issues pertaining to your account you may also contact us at: Alliant Insurance Services, Inc., Attention: General Counsel, 701 B Street, 6th Floor, San Diego, CA 92101.*

*Analyzing insurers' over-all performance and financial strength is a task that requires specialized skills and in-depth technical understanding of all aspects of insurance company finances and operations. Insurance brokerages such as Alliant Insurance typically rely upon rating agencies for this type of market analysis. Both A.M. Best and Standard and Poor's have been industry leaders in this area for many decades, utilizing a combination of quantitative and qualitative analysis of the information available in formulating their ratings.*

*A.M. Best has an extensive database of nearly 6,000 Life/Health, Property Casualty and International companies. You can visit them at [www.ambest.com](http://www.ambest.com). For additional information regarding insurer financial strength ratings visit Standard and Poor's website at [www.standardandpoors.com](http://www.standardandpoors.com).*

*Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.*

**NY Regulation 194**

*Alliant Insurance Services, Inc. is an insurance producer licensed by the State of New York. Insurance producers are authorized by their license to confer with insurance purchasers about the benefits, terms and conditions of insurance contracts; to offer advice concerning the substantive benefits of particular insurance contracts; to sell insurance; and to obtain insurance for purchasers. The role of the producer in any particular transaction typically involves one or more of these activities.*

*Compensation will be paid to the producer, based on the insurance contract the producer sells. Depending on the insurer(s) and insurance contract(s) the purchaser selects, compensation will be paid by the insurer(s) selling the insurance contract or by another third party. Such compensation may vary depending on a number of factors, including the insurance contract(s) and the insurer(s) the purchaser selects. In some cases, other factors such as the volume of business a producer provides to an insurer or the profitability of insurance contracts a producer provides to an insurer also may affect compensation.*

*The insurance purchaser may obtain information about compensation expected to be received by the producer based in whole or in part on the sale of insurance to the purchaser, and (if applicable) compensation expected to be received based in whole or in part on any alternative quotes presented to the purchaser by the producer, by requesting such information from the producer.*

**Named Insured / Additional Named Insured Disclosure**

- *The first named insured is granted certain rights and responsibilities that do not apply to other policy named insureds and is designated to act on behalf of all insureds for making policy changes, receiving correspondence, distributing claim proceeds, and making premium payments.*

- **Are ALL entities listed as named insureds?** Coverage is **not** automatically afforded to all entities unless specifically named. Confirm with your producer and service team that all entities to be protected are on the correct policy. Not all entities may be listed on all policies based on coverage line.
- Additional named insured is (1) A person or organization, other than the first named insured, identified as an insured in the policy declarations or an addendum to the policy declarations. (2) A person or organization added to a policy after the policy is written with the status of named insured. This entity would have the same rights and responsibilities as an entity named as an insured in the policy declarations (other than those rights and responsibilities reserved to the first named insured).
- Applies to Professional Liability, Pollution Liability, Directors & Officers Liability, Employment Practices Liability, Fiduciary Liability policies (this list not all inclusive). Check your Policy language for applicability. These policies provide protection to the Named Insured for claims made against it alleging a covered wrongful act. Coverage is not afforded to any other entities (unless specifically added by endorsement or if qualified as a "Subsidiary" pursuant to the policy wording) affiliated by common individual insured ownership or to which indemnification is otherwise contractually owed. If coverage is desired for affiliated entities or for contractual indemnities owed, please contact your Alliant Service Team with a full list of entities for which coverage is requested. With each request, include complete financials and ownership information for submission to the carrier. It should be noted, that the underwriter's acceptance of any proposed amendments to the policy, including expansion of the scope of "Insureds" under the policy could result in a potential diminution of the applicable limits of liability and/or an additional premium charge.

### **Certificates / Evidence of Insurance**

A certificate is issued as a matter of information only and confers no rights upon the certificate holder. The certificate does not affirmatively or negatively amend, extend or alter the coverage afforded by a policy. Nor does it constitute a contract between the issuing insurer(s), authorized representative, producer or certificate holder.

You may have signed contracts, leases or other agreements requiring you to provide this evidence. In those agreements, you may assume obligations and/or liability for others (Indemnification, Hold Harmless) and some of the obligations that are not covered by insurance. We recommend that you and your legal counsel review these documents.

In addition to providing a certificate of insurance, you may be required to name your client or customer on your policy as an additional insured. This is only possible with permission of the insurance company, added by endorsement and, in some cases, an additional premium.

By naming the certificate holder as additional insured, there are consequences to your risks and insurance policy including:

- Your policy limits are now shared with other entities; their claims involvement may reduce or exhaust your aggregate limit.
- Your policy may provide higher limits than required by contract; your full limits can be exposed to the additional insured.
- There may be conflicts in defense when your insurer has to defend both you and the additional insured

### **Foreign Account Tax Compliance Act (FATCA)**

The Foreign Account Tax Compliance Act (FATCA) requires the notification of certain financial accounts to the United States Internal Revenue Service. Alliant does not provide tax advice so please contact your tax consultant for your obligation regarding FATCA.

### **Claims Reporting:**

Your policy will come with specific claim reporting requirements. Please make sure you understand these obligations. Contact your Alliant Service Team with any questions.

### **Non-Admitted And Reinsurance Reform Act (NRRA)**

The Non-Admitted and Reinsurance Reform Act (NRRA) went into effect on July 21, 2011. Accordingly, surplus lines tax rates and regulations are subject to change which could result in an increase or decrease of the total surplus lines taxes and/or fees owed on this placement. If a change is required, we will promptly notify you. Any additional taxes and/or fees must be promptly remitted to Alliant Insurance Services, Inc.

### **Changes and Developments**

It is important that we be advised of any changes in your operations, which may have a bearing on the validity and/or adequacy of your insurance. The types of changes that concern us include, but are not limited to, those listed below:

- Changes in any operations such as expansion to another states, new products, or new applications of existing products.
- Travel to any state not previously disclosed.
- Mergers and/or acquisition of new companies and any change in business ownership, including percentages.
- Any newly assumed contractual liability, granting of indemnities or hold harmless agreements.
- Any changes in existing premises including vacancy, whether temporary or permanent, alterations, demolition, etc. Also, any new premises either purchased, constructed or occupied
- Circumstances which may require an increased liability insurance limit.
- Any changes in fire or theft protection such as the installation of or disconnection of sprinkler systems, burglar alarms, etc. This includes any alterations to the system.
- Immediate notification of any changes to a scheduled of equipment, property, vehicles, electronic data processing, etc.

- Property of yours that is in transit, unless previously discussed and/or currently insured.

#### **Property Co-Insurance**

Most property insurance policies contain a co-insurance clause. In exchange for a reduced rate, the insured agrees to carry at least the stated percentage of insurance to the total insurable value of the property. If, at the time of loss, the amount of insurance carried is less than this percentage, the loss payment will be reduced proportionately.

#### **Workers' Compensation Coverage**

It is imperative that Alliant and/or the carrier be notified IMMEDIATELY when a policyholder hires employees and/or begins operations in any state not listed in PART 3.A on the INFORMATION PAGE of the policy. Failure to obtain a workers' compensation policy in some states may result in substantial fines levied on the policyholder dating back to the original date of hire. Coverage for other states under PART 3.C. (OTHER STATES INSURANCE) of the workers' compensation policy may not fulfill the coverage verification requirement imposed by some states.

#### **Optional Coverages**

The following represents a list of insurance coverages that are not included in this proposal, but are optional and may be available with further underwriting information.

Note some of these coverages may be included with limitations or insured elsewhere. This is a partial listing as you may have additional risks not contemplated here or are unique to your organization.

- Crime / Fidelity Insurance
- Directors & Officers Liability
- Earthquake Insurance
- Employed Lawyers
- Employment Practices Liability
- Event Cancellation
- Fiduciary Liability
- Fireworks Liability
- Flood Insurance
- Foreign Insurance
- Garage Keepers Liability
- Kidnap & Ransom
- Law Enforcement Liability
- Media and Publishers Liability
- Medical Malpractice Liability
- Network Security / Privacy Liability and Internet Media Liability
- Pollution Liability
- Owned/Non-Owned Aircraft
- Owned Watercraft
- Special Events Liability
- Student Accident
- Volunteer Accidental Death & Dismemberment (AD&D)
- Workers' Compensation
- Workplace Violence

#### **Glossary of Insurance Terms**

Below are a couple of links to assist you in understanding the insurance terms you may find within your insurance coverages:

<http://insurancecommunityuniversity.com/UniversityResources/InsuranceGlossaryFREE.aspx>

<http://www.ambest.com/resource/glossary.html>

<http://www.irmi.com/online/insurance-glossary/default.aspx>

## 2016-2017 ACIP CRIME

### REQUEST TO BIND COVERAGE

We have reviewed the proposal and agree to the terms and conditions of the coverages presented. We are requesting coverage to be bound as outlined by coverage line below:

Coverage Line	Bind Coverage for:
Insured Name: <b>UNIVERSITY OF CALIFORNIA HASTINGS COLLEGE OF THE LAW</b>	
Crime	<input type="checkbox"/>
COMMENTS:	

***This Authorization to Bind Coverage also acknowledges receipt and review of all disclaimers and disclosures, including exposures used to develop insurance terms, contained within this proposal.***

_____ Signature of Authorized Insurance Representative	_____ Date
---	---------------

\_\_\_\_\_  
Title

Printed / Typed Name	
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**THIS PROPOSAL DOES NOT CONSTITUTE A BINDER OF INSURANCE. BINDING IS SUBJECT TO FINAL CARRIER APPROVAL.  
THE ACTUAL TERMS AND CONDITIONS OF THE POLICY WILL PREVAIL.**



**CSAC EXCESS INSURANCE AUTHORITY (CSAC EIA)  
EXCESS WORKERS' COMPENSATION PROGRAM  
2016/2017 PROPOSAL**

<b>COVERED PARTY</b>	University of California Hastings College of the Law		
<b>COVERAGE TERM</b>	July 1, 2016 to July 1, 2017		
<b>COMPANIES AFFORDING COVERAGE</b>	CSAC Excess Insurance Authority with reinsurance and excess insurance provided by (see attached)		
<b>COVERAGE PROVIDED</b>	Workers' Compensation and Employers' Liability		
<b>LIMITS (See attached)</b>	\$ 5,000,000	Employers' Liability	
	Statutory	Workers' Compensation	
	Limits are eroded by allocated claims expense		
<b>RETENTION</b>	\$ 250,000	per occurrence	
	Self-insured retention is eroded by allocated claims expense		
<b>MAJOR EXCLUSIONS (Including but not limited to)</b>	<ul style="list-style-type: none"><li>• Punitive or exemplary damages, fines or penalties</li><li>• Any payments in excess of the benefits regularly provided by the Workers' Compensation law</li><li>• Labor Code 4850 benefits</li><li>• Labor Code 4856 benefits</li><li>• Education Section Codes 44984 and 45192</li></ul>		
<b>PREMIUM AUDIT</b>	Premiums are auditable and adjustable at June 30, 2017 based on actual payroll		
<b>CONDITIONS</b>	<ul style="list-style-type: none"><li>• Premium includes a \$1,000 annual loss prevention subsidy</li><li>• Premium includes a \$2,000 actuarial subsidy</li><li>• Premium includes cost for claim audit requirement (audit to include access to all files handled by TPA)</li></ul>		
<b>ESTIMATED ANNUAL PAYROLL</b>	\$ 28,705,795		
<b>ESTIMATED PREMIUM (Annualized)</b>	\$ 78,176	Deposit Premium	
	6,457	CSAC EIA Administration Fee	
	402	CSAC EIA Public Entity Fee	
	0	Alliant Loss Control Services	
	8,031	Alliant Broker Fee	
	<u>8,031</u>		
	<b>\$ 93,066</b>	<b>Total Estimated Deposit Premium</b>	

**NOTE: THIS PROPOSAL IS FOR INFORMATIONAL PURPOSES ONLY AND DOES NOT AMEND, EXTEND OR ALTER THE POLICY FORM IN ANY WAY. PLEASE REFER TO THE POLICY FORM FOR COMPLETE COVERAGE AND EXCLUSION INFORMATION**



**CSAC EXCESS INSURANCE AUTHORITY (CSAC EIA)  
EXCESS WORKERS' COMPENSATION PROGRAM  
2016/2017 PROPOSAL**

**BROKER**

**ALLIANT INSURANCE SERVICES, INC.**

Gordon DesCombes, Executive Vice President  
Lilian Vanvieldt, Senior Vice President  
Nazie Arshi, Senior Vice President  
Tom E. Corbett, Senior Vice President  
Daniel Howell, Senior Executive Vice President  
Rhiannon Cabral, CSAC EIA Program Specialist-Lead

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Alliant Insurance Services, Inc. • 1301 Dove Street • Suite 200 • Newport Beach, CA 92660  
PHONE (949) 756-0271 • [www.alliant.com](http://www.alliant.com) • License No. 0C36861





**CSAC EXCESS INSURANCE AUTHORITY (CSAC EIA)  
EXCESS WORKERS' COMPENSATION PROGRAM  
2016/2017 PROPOSAL**

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Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.

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**CSAC EXCESS INSURANCE AUTHORITY (CSAC EIA)  
EXCESS WORKERS' COMPENSATION PROGRAM  
2016/2017 SCHEDULE OF INSURERS AND LIMITS**

Provider	Limit	California Status	A.M. Best's Guide Rating	Standard & Poor's Rating
<b>CSAC Excess Insurance Authority</b>	<b>Workers' Compensation and Employers Liability :</b> The difference between <ul style="list-style-type: none"> <li>\$2,500,000 and Individual Member's Retention for each accident or each employee for disease</li> <li>\$2,500,000 and Individual Member's Retention for each accident for communicable disease</li> </ul>	Not Applicable	Not Applicable	Not Applicable
<b>With reinsurance provided by Wesco Insurance Company*</b>	*subject to a Corridor Retention	Not Applicable (reinsurance)	A (Excellent) Financial Size Category XIII (\$1,500,000,000 to \$2,000,000,000)	Not Applicable
<b>Safety National Casualty Corporation</b> <b>An excess insurance policy</b>	<b>Workers' Compensation:</b> Statutory each accident and each employee for disease excess of \$2,500,000	Admitted	A+(Superior); Financial Size Category XIII (\$1,500,000,000 or \$2,000,000,000)	A (Stable)

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June 16, 2016

Insurance Company:

AIX Specialty Insurance Company  
726 Exchange Street, Suite 1020  
Buffalo, New York 14210

## General Liability / GarageKeepers Legal Liability Proposal

Broker: Alliant Insurance Services, Inc.  
100 Pine Street, 11th Floor  
San Francisco, CA 94111

Named Insured: University of California Hastings College of the Law  
Address: 200 McAllister Street San Francisco, CA 9410

Please find the attached proposal for the above named insured. This proposal is valid for 30 days from the date of this letter or the expiration date of the current policy, whichever occurs first.

The following is required to bind this policy:

- 1 Signed Accord Application and Parking Operator Supplemental Application
- 2 Signed and completed Terrorism Coverage rejection/acceptance form
- 3 Signed and completed Important Notice Regarding Third-Party Administrators
- 4 Signed Surplus Lines Document applicable to the respective state

Maximum number of spaces at each location must be accurately presented on the schedule of locations. We may inspect one or more of the insured's operating locations. If we find there is a discrepancy in the number of spaces, we may require additional inspections at the insured's cost. An additional premium may also apply.

This policy will be subject to audit at the company's expense:

100% minimum annual premium earned / 0% growth included

### Due Upon Binding:

100% Deposit Premium		\$ 8,500.00	MINIMUM PREMIUM
Surplus Lines Taxes	3.000%	\$ 255.00	
Stamping Fee	0.200%	\$ 17.00	
Other Fees	0.000%	\$ -	
Total excluding Terrorism Coverage		<u>\$ 8,772.00</u>	

Terrorism Coverage Elected	Yes	\$ 213.00	
Surplus Lines Taxes	3.000%	\$ 6.39	
Stamping Fee	0.200%	\$ 0.43	
Other Fees	0.000%	\$ -	
Total with Terrorism Coverage		<u>\$ 8,991.82</u>	

**IMPORTANT NOTICE:** THE NONADMITTED & REINSURANCE REFORM ACT (NRRA) GOES INTO EFFECT ON JULY 21, 2011. ACCORDINGLY, SURPLUS LINES TAX RATES AND REGULATIONS ARE SUBJECT TO CHANGE WHICH COULD RESULT IN AN INCREASE OR DECREASE OF THE TOTAL SURPLUS LINES TAXES AND/OR FEES OWED ON THIS PLACEMENT. IF A CHANGE IS REQUIRED, WE WILL PROMPTLY NOTIFY YOU. ANY ADDITIONAL TAXES AND/OR FEES OWED MUST BE PROMPTLY REMITTED TO ALLIANT SPECIALTY INSURANCE SERVICES, INC.

Thank you for the opportunity to quote this business. We look forward to hearing from you further.



Alliant Specialty Insurance Services, Inc.  
PO Box 609015, San Diego, California 92160

License # 0558510

Insurance Company: AIX Specialty Insurance Company  
726 Exchange Street, Suite 1020 - Buffalo, New York 14210  
AM Best Rating: A XIV

Insured's Name: University of California Hastings College of the Law  
Address: 200 McAllister Street San Francisco, CA 9410

Effective Date: July 1, 2016

This letter summarizes the terms and conditions for which the following insurance coverage's are offered by AIX Specialty Insurance Company. Please review this letter carefully as the terms may vary from the coverage's, limits and other provisions requested in the application.

Coverage	Limits of Insurance	
GarageKeepers Legal Liability	\$ 350,000	Per Vehicle
	\$ 1,000,000	Per Location
	\$ 2,000,000	Each Occ.
Commercial General Liability	\$ 1,000,000	Each Occ.
	\$ 2,000,000	Aggregate
Products - Completed Operations Limit	\$ 1,000,000	Aggregate
Personal and Advertising Injury Limit	\$ 1,000,000	Aggregate
Damage to Premises Rented to You	\$ 100,000	Aggregate
The following coverages only apply if a premium amount is shown under the premium detail section on page 3 of this proposal		
Hired auto liability	Not Covered	Aggregate
Non owned Auto Liability	Not Covered	Aggregate
Employee Benefits Liability (CLAIMS MADE)	Not Covered	Each Employee & General Aggregate
DEDUCTIBLE: \$1,000		
Parking Operations E & O	\$ 1,000,000	Aggregate

Premium Before Credits:	\$	8,500.00	
Total Credits:	\$	-	
Primary Premium Total:	\$	8,500.00	MINIMUM PREMIUM
Surplus Lines Taxes 3.000%	\$	255.00	
Stamping Fee 0.200%	\$	17.00	
Other Fees 0.000%	\$	-	
Total Policy Premium:	\$	8,772.00	

Deposit Due at Bind: 100% \$ 8,772.00

Terrorism information: To add Terrorism coverage the additional premium is : \$ 213.00  
plus additional surplus lines taxes and fees \$ 6.82

Refers to terrorism losses covered by the Terrorism Risk Insurance

Read the included important information Notice Regarding Terrorism Coverage, which outlines both the federal government's and the insurance company's payment obligations under the Terrorism Risk Insurance Act of 2002 (TRIA).

**Inspection information:**

The insured must comply with any recommendations that result from the inspection in order to remain in good standing with the insurance company.

**TPA Information:**

The policy is issued with a Self-Insured Retention, so a Third Party Administrator must handle all claims that fall within the SIR limit. Read the included Important Notice Regarding Third-Party Administrators and Claims Handling; this must be completed by the insured prior to binding coverage.

**Premium is 100% advance:**

If the final audit develops a net premium that is greater than the advance and deposit premium then the additional premium shall be due upon notice to the insured.

**Premium 25% minimum earned:**

The insurance company will retain a minimum of 25% of the premium if the policy is cancelled before its expiration.

**Self-Insured Retention Information:**

\$5,000/\$10,000 SIR per occurrence

\$5,000 Self-Insured Retention applies except where \$10,000 Self-Insured Retention applies to the theft of a vehicle.

The Self-Insured Retention is a single SIR with respects to General Liability and GarageKeepers Legal Liability including the cost of defense.

**Audit information:**

Semi-annual Bordereau reporting. Additions and deletions of the insured's locations and spaces are reported via semi-annual bordereau (due within 30 days of the semi-annual and expiration dates), which the program administrator will provide. The information reported forms the basis for the final audit at the end of the policy term.

**Surplus lines policy:**

Insurance company is non-admitted, so surplus lines taxes and fees apply for the insured's state.

## Premium Detail

Class Description	Exposure	Basis	Rate	Manual Premium
Parking, Public: Self-Parking:	395	Per space	\$ 15.32	\$ 6,051.00
Parking, Public: Assisted Parking	0	Per space	\$ 34.48	\$ -
Parking, Public: Valet	0	Per space	\$ 142.97	\$ -
Special Events	0	Per event	\$ 142.97	\$ -
Incidental on-site hand car washes	\$ -	Revenue	\$ -	\$ -
Golf Carts	1	Per Cart	\$ 150.00	\$ 150.00
Non-owned Auto liability	0	Per employee	\$ 250.00	\$ -
Hired Auto liability	0	Number of Days	TIERED	\$ -
Employee Benefits Liability	0	Per employee	TIERED	\$ -
Damage to rented premises \$500,000	0	Per location	TIERED	\$ -
Damage to rented premises \$1,000,000	0	Per location	TIERED	\$ -
Parking Operations E & O	5	Per employee	TIERED	\$ 225.00

Total Credits

\$ -

Total Premium (Rounded) Less Fees / TRIA

\$ 8,500.00 MINIMUM PREMIUM

\*Please verify all coverages, terms and conditions on this proposal as they may vary from those requested on the application.

\*\*As the appointed program administrator for AIX Specialty Insurance Company, we may amend or withdraw this proposal if we become aware of any new or updated information which could change it's underwriting evaluation. Furthermore, if during the course of the policy effective period, the insured should add locations in any new territories we reserve the right to amend the policy rates based on these new exposures.

1623. (a) An insurance broker is a person who, for compensation and on behalf of another person, transacts insurance other than life insurance with, but not on behalf of, an admitted insurer. It shall be presumed that the person is acting as an insurance broker if the person is licensed to act as an insurance broker, maintains the bond required by this chapter, and discloses, in a written agreement signed by the consumer, all of the following:

- (1) That the person is transacting insurance on behalf of the consumer.
  - (2) A description of the basic services the person will perform as a broker.
  - (3) The amount of all broker fees being charged by the person.
  - (4) If applicable, the fact that the person may be entitled to receive compensation from the insurer, directly or indirectly, for the consumer's purchase of insurance as a consequence of the transaction.
- (b) If a transaction involves both a retail broker and a wholesale intermediary broker, the wholesale intermediary broker shall be deemed to have satisfied its disclosure obligations under this section if it provides written disclosure to the retail broker of the criteria set forth in paragraphs (2), (3), and (4) of the subdivision (a).

## DISCLOSURES

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**This proposal is not confirmation of insurance and does not add to, extend, amend, change, or alter any coverage in any actual policy of insurance you may have. All existing policy terms, conditions, exclusions, and limitations apply. For specific information regarding your insurance coverage, please refer to the policy itself. Alliant Specialty Insurance Services, Inc. and Alliant Insurance Services, Inc. will not be liable for any claims arising from or related to information included in or omitted from this proposal of insurance.**

Alliant Specialty Insurance Services, Inc. and Alliant embraces a policy of transparency with respect to its compensation from insurance transactions. Details on our compensation policy, including the types of income that Alliant Specialty Insurance Services, Inc. and/or Alliant may earn on a placement, are available on our website at [www.alliant.com](http://www.alliant.com). For a copy of our policy or for any inquiries regarding compensation issues pertaining to your account you may also contact us at: Alliant Insurance Services, Inc., Attention: General Counsel, 701 B Street, 6th Floor, San Diego, CA 92101.

Analyzing insurers' over-all performance and financial strength is a task that requires specialized skills and in-depth technical understanding of all aspects of insurance company finances and operations. Insurance brokerages such as Alliant Insurance typically rely upon rating agencies for this type of market analysis. Both A.M. Best and Standard and Poor's have been industry leaders in this area for many decades, utilizing a combination of quantitative and qualitative analysis of the information available in formulating their ratings.

A.M. Best has an extensive database of nearly 6,000 Life/Health, Property Casualty and International companies. You can visit them at [www.ambest.com](http://www.ambest.com). For additional information regarding insurer financial strength ratings visit Standard and Poor's website at [www.standardandpoors.com](http://www.standardandpoors.com).

The proposed insurance carrier(s) AIX Specialty Insurance Company has an AM Best rating of A XIV.

Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.

## DISCLOSURES (continued)

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### NY REGULATION 194 DISCLOSURE

Alliant Insurance Services, Inc. is an insurance producer licensed by the State of New York. Insurance producers are authorized by their license to confer with insurance purchasers about the benefits, terms and conditions of insurance contracts; to offer advice concerning the substantive benefits of particular insurance contracts; to sell insurance; and to obtain insurance for purchasers. The role of the producer in any particular transaction typically involves one or more of these activities.

Compensation will be paid to the producer, based on the insurance contract the producer sells. Depending on the insurer(s) and insurance contract(s) the purchaser selects, compensation will be paid by the insurer(s) selling the insurance contract or by another third party. Such compensation may vary depending on a number of factors, including the insurance contract(s) and the insurer(s) the purchaser selects. In some cases, other factors such as the volume of business a producer provides to an insurer or the profitability of insurance contracts a producer provides to an insurer also may affect compensation.

The insurance purchaser may obtain information about compensation expected to be received by the producer based in whole or in part on the sale of insurance to the purchaser, and (if applicable) compensation expected to be received based in whole or in part on any alternative quotes presented to the purchaser by the producer, by requesting such information from the producer.

### IMPORTANT NOTICE

**The Foreign Account Tax Compliance Act (FATCA) requires the notification of certain financial accounts to the United States Internal Revenue Service. Alliant does not provide tax advice so please contact your tax consultant for your obligation regarding FATCA.**

# SUBJECTIVITIES (to issue and release policies)

## ADDITIONAL UNDERWRITING QUESTIONS

- 1.) On page 2 of the application, under Enterprise Risk Management the question reads; “You’re your institution have a comprehensive plan for identifying, assessing, mitigating, and managing various types of risks (i.e. an enterprise risk management plan)?”

UC Hastings answered ‘Yes’, but on the following question; “if your institution has an enterprise risk management plan, which of the following risk areas are covered?” UC Hastings didn’t check any of the below listed choices.

Reputational  
Compliance  
Strategic  
Operational  
Financial  
None of the above

Please advise what areas are covered in the Institutions Risk management plan?

- 2.) Please confirm that allied health professionals are required to provide

- a. Evidence of current applicable license
- b. Written agreement indemnifying the institution
- c. Evidence of current professional liability insurance.

- 3.) Please confirm if armed guard is contracted or employed. If contracted:

Do Contracted armed guards exist and the contracting company is not required to

- Have at least \$1 million in GL/police professional coverage and/or
- To name the institution as an additional insured

If employed:

- Are Criminal background checks and psychological reviews are not performed on armed employed guards
- Are Weapons training/recertification performed at intervals beyond every two years for armed employed guards

## REPORT ITEM

1. **REPORT BY:** Don Bradley
2. **SUBJECT:** Review of College Checks & Electronic Transfers over \$50,000
3. **REPORT:**

Listed below are checks & electronic transfers issued by the College for the period of April 29, 2016 through July 31, 2016.

Date	Check/ Electronic Transfers No.	Vendor	Amount	Description
4/30/16	PC 9004104	Wells Fargo Bank N.A.	249,715.28	Recording of procurement card payments/PayIt on general ledger for the month of April 2016
5/03/16	E0039845	Regents University California	443,819.40	Employer/employee contributions to UC Retirement Plan for PPE 04/30/2016
5/11/16	ACH1639	State California Franchise Tax Board	96,697.44	State withholding employee income tax payment for PPE 4/30/16
5/11/16	ACH1641	Internal Revenue Service	580,371.48	Payment for federal income taxes, social security taxes and Medicare taxes (employee and employer share) for PPE 04/30/2016
5/13/16	E0039914	Corp State Street	59,765.38	Retirement program costs for annuitants and employees – Other Post-Employment Benefits for PPE 04/30/2016
5/13/16	E0039939	Regents University California	297,865.51	Employer/employee contributions: Health and Welfare for PPE 04/30/2016
5/16/16	0264769	ABM Engineering	88,567.23	Payment Tower Building engineering services for February & March 2016
5/24/16	0264823	ABM Engineering	51,293.69	Payment Tower Building engineering services for April 2016
5/24/16	0264824	ABM Janitorial	57,589.37	Facilities custodial services in the 198, 200 & 100 McAllister buildings for the month of March 2016.
5/24/16	0264835	BGCA Management LLC	50,850.46	UCH Commencement venue & event management.
5/24/16	0264888	Pacific, Gas & Electric	50,357.05	Utilities payment for the period of 4/6/2016-5/6/2016
5/24/16	0264904	TRC Solutions	60,598.30	April 2016 professional service- EIR for LRCP
5/24/16	PC9004140	Wells Fargo Bank. N.A.	247,886.84	Recording of procurement card payments/PayIt on general ledger for the month of May 2016

[Type here]

6/02/16	ACH1643	Internal Revenue Service	596,537.42	Payment for federal income taxes, social security taxes and Medicare taxes (employee and employer share) for PPE 05/31/2016
6/02/16	ACH1644	State California Franchise Tax Board	100,894.74	State withholding employee income tax payment for PPE 5/31/16
6/03/16	E0040189	Regents University California	438,249.64	Employer/employee contributions to UC Retirement Plan for PPE 05/31/2016
6/14/16	E0040233	Corp State Street	60,345.20	Retirement program costs for annuitants and employees – Other Post-Employment Benefits for PPE 05/31/2016
6/14/16	E0040242	Diablo Publications	95,964.53	Hastings Magazine - Spring 2016
6/14/16	E0040248	Regents University California	275,280.41	Employer/employee contributions: Health and Welfare for PPE 05/31/2016
6/15/16	PC9004182	Wells Fargo Bank. N.A.	114,812.82	Recording of procurement card payments/PayIt on general ledger for the month of June 2016
6/24/16	0265081	ABM Janitorial Services	57,589.37	Facilities custodial services in the 198, 200 & 100 McAllister buildings for the month of periods ending May 31, 2016.
7/01/16	ACH1660	State California Franchise Tax Board	103,301.30	State withholding employee income tax payment for PPE 06/30/16
7/01/16	ACH1661	Internal Revenue Service	582,506.62	Payment for federal income taxes, social security taxes and Medicare taxes (employee and employer share) for PPE 06/30/2016
7/06/16	E0040432	Regents University California	427,223.54	Employer/employee contributions to UC Retirement Plan for PPE 06/30/2016
7/13/16	0265204	Pacific, Gas & Electric	65,341.23	Utilities payment for the period of 5/6/2016-6/6/2016
7/14/16	E0040485	Corp State Street	60,550.74	Retirement program costs for annuitants and employees – Other Post-Employment Benefits for PPE 06/30/2016
7/14/16	E0040497	Regents University California	299,734.63	Employer/employee contributions: Health and Welfare for PPE 06/30/2016
7/22/16	0265262	Bloomberg BNA	60,351.56	Bloomberg BNA Premier Law School Professional Information Center subscription plus ABA/BNA manuals
7/28/16	PC9004207	Wells Fargo Bank. N.A.	252,206.96	Recording of procurement card payments/PayIt on general ledger for the month of July 2016
7/29/16	E0040563	Ellucian Inc.	157,709.00	2016-17 annual service fee for Colleague UI
	<b>30 Records Listed</b>	<b>TOTAL</b>	<b>\$6,083,977.14</b>	



## **REPORT ITEM**

- 1. REPORT BY:** Don Bradley
- 2. SUBJECT:** Auxiliary Enterprises Budget Report  
– 2015-16 Preliminary Year-end
- 3. REPORT:**

The 2015-16 preliminary year-end budget reports for auxiliary enterprises -- McAllister Tower, Parking Garage, Student Health Services, and Business Center -- are attached. Major variances are outlined below.

### **McALLISTER TOWER**

#### ***Expenditures***

- Other Contract Services – Payment of the College’s Self Insured Retention of \$25,000 for the water pipe breakage was posted to this account. Other unbudgeted costs of \$14,000 were incurred to retain an interior designer to identify options to refurbished the Skyroom, \$12,000 for professional services related to interior finish options for upgrading elevator cab finishes with the remaining variance to flooring replacement (and related environmental mitigation costs) in units beyond the initial plan for the fiscal year.
- Miscellaneous – The cost of a \$40,000 settlement related to a claim from a student resident was posted to this account.
- Overhead Pro Rata – For 2015-16, indirect cost recovery rates were increased from 5% to 12% as part of the effort to help balance the budget for Core Operations (i.e., the State Budget). For McAllister Tower, the preliminary year indirect cost assessment totaled \$580,000.

#### ***Nonoperating Revenues / (Expenses)***

- Transfer to Other Funds – A nonstate budget change was approved by the Board of Directors at the September 11, 2015 meeting authorizing cash transfers totaling \$401,778. The midyear revised budget is \$499,023 and reflects the following allocations:
  - \$361,756 to fund parking garage retail development and build-out approved by the Board through June 2016.
  - \$76,713 to fund parking garage operational expenditures through June 30, 2015 not covered by net income.

- \$43,500 to fund parking garage retail development and broker commission expenditures through June 2016.
- \$17,054 carry-over authority to fund the Tower's Window Replacement Pilot Project.

Further, a \$10,000 transfer was made in June 2016 to fund an accumulated cash deficit in the Fitness Center account.

## **PARKING GARAGE**

### ***Expenditures***

- Overhead Pro Rata – For 2015-16, indirect cost recovery rates were increased from 5% to 12% as part of the effort to help balance the budget for Core Operations (i.e., the State Budget). For the Parking Garage, the preliminary year indirect cost assessment totaled \$279,000.
- Transfer from Other Funds – A nonstate budget change approved by the Board of Directors in September 2015 transfers cash of \$76,713 from McAllister Tower to fund parking garage operational expenditures through June 2015 not covered by net income.

## **STUDENT HEALTH SERVICES**

### ***Expenditures***

- Overhead Pro Rata –For 2015-16, indirect cost recovery rates were increased from 5% to 12% as part of the effort to help balance the budget for Core Operations (i.e., the State Budget). For Student Health Services, the preliminary year indirect cost assessment totaled \$77,000.

## **BUSINESS CENTER**

### ***Expenditures***

- Overhead Pro Rata –For 2015-16, indirect cost recovery rates were increased from 5% to 12% as part of the effort to help balance the budget for Core Operations (i.e., the State Budget). For the Business Center, the preliminary year indirect cost assessment totaled \$40,000.

**REPORT ITEM**

1.     **REPORT BY:**                   Eric Dumbleton, Chief Development Officer  
  Institutional Advancement
  
2.     **REPORT:**                    Oral Report
  
- 8.1    Building UC Hastings Campaign Update
- 8.1.1   FY 16 Final Fund - Raising Results
- 8.1.2   FY 17 Outlook

**REPORT ITEM**

1.     **REPORT BY:**             Eric Dumbleton, Chief Development Officer  
Institutional Advancement
  
2.     **SUBJECT:**             Staffing Updates
  
3.     **REPORT:**             Oral Report

## REPORT ITEM

1. **REPORT BY:** Acting Chancellor & Dean David L. Faigman
2. **SUBJECT:** Report of the Chancellor & Dean
3. **REPORT:** Oral
  - 9.1 Introduction of New Director of Library and Technology,  
Camilla Tubbs and New Chief of Staff to the Chancellor & Dean,  
Anne Marie Helm (Oral)
  - 9.2 Report on Action Taken in Closed Session Regarding Gifts and  
Appointments (To Be Reported Out After Closed Session) (Oral)
  - 9.3 Chancellor & Dean's Annual Report on the Long-Range Plan (Written)
  - 9.4 Other Informational Items: Academic Programs, Student Services,  
External Relations and Personnel (Oral)




David L. Faigman  
Acting Chancellor & Dean  
John F. Digardi Distinguished Professor of Law  
Professor, UCSF School of Medicine, Department of Psychiatry

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September 16, 2016

## MEMORANDUM

To: UC Hastings Board of Directors  
From: David Faigman, Acting Chancellor & Dean   
Re: Fall Quarterly Report

In this Report, I both look back on the work of my office since I assumed the position of Acting Chancellor & Dean on January 1, 2016, and look forward and identify the major areas of focus for the future. Of course, as noted below, many of the efforts initiated over the last eight months are ongoing and form the basis of my continuing efforts as I look forward to the year ahead.

### I. LOOKING BACK: JANUARY TO AUGUST, 2016

When I began my term I sought to focus on several basic areas that needed substantial immediate attention, including (a) the core academic program at UC Hastings and related concerns with bar passage rates; (b) the Long-Range Campus Plan and efforts to build partnerships with other major educational institutions; (c) relations with alumni; and (d) the public safety department and the proposed transition to have UCSF Police Department assume safety and security on campus. I will consider these in turn.

#### A. The Academic Program

##### 1. *Faculty Retreat*

One of my first acts as Acting Chancellor & Dean was to announce a day-long faculty retreat to take place in April, 2016. The Retreat focused on how to improve the UC Hastings curriculum and support structures to increase our students' Bar passage rate. The Academic Standards

Committee, Chaired by Aaron Rappaport, did yeoman's work in collecting information and drafting a Report to the faculty as background reading for the Retreat. The Retreat was a success at a couple of levels. First, concretely, the faculty recommended the creation of an Ad Hoc Committee to intensively study the UC Hastings curriculum and to make recommendations to the faculty for reforms. That Committee has already begun its work and will meet regularly throughout the academic year. It is expected to report back to the administration and faculty by April, 2017. Second, by spending an entire day considering the current state of the curriculum in light of our recent performances on the California Bar Exam, faculty members could focus intently on what they personally might do to help fix the problem. For example, it has been suggested by several colleagues that faculty give closed-book exams and include Multi-State Bar Exam styled questions in order to give students experience with Bar-styled testing methods. Indeed, after a day considering such an approach, many faculty members at the Retreat indicated an interest in having exam procedures that had greater similarity to the Bar experience.

## *2. Consolidation of Academic Support Programs*

A traditional weakness of many bureaucratic organizations is the insularity of their departments. UC Hastings has not been immune to this phenomenon historically, which has been of particular concern in connection with our several departments dedicated to the academic and professional success of our students. I sought to reverse this circumstance by bringing the departments of Academic Support, Bar Passage Support, Legal Education Opportunity Program (LEOP) and Legal Writing & Research and Moot Court (LW&R) under the umbrella of "Academic and Professional Success." I then proposed to the faculty to have Professor Morris Ratner oversee these departments as Associate Dean for Academic and Professional Success. Dean Ratner assumed his new post on July 1, 2016, and he has already adopted an energetic and highly principled approach to the many challenges in this area. Among other initiatives, Dean Ratner commissioned a sophisticated statistical study of factors affecting bar success, hired new personnel to teach the upper division Bar support class, and began creating hybrid courses to incorporate best Bar practices into core doctrinal classes as part of a strategy to fully integrate the components of academic success so that they are all pulling in the same direction.

## **B. Long-Range Campus Plan and Strategic Partnerships**

The fundamental vision on which I seek to rest UC Hastings' long-range future is the "Academic Village." The seeds for this vision, of course, were planted long before I assumed office and much credit is due CFO David Seward. His efforts to secure funding for 333 Golden Gate, his work to develop a partnership with UCSF to create a shared housing platform, and his vision to bring UCSF students to the Civic Center/Tenderloin/Mid-Market neighborhood that we call home, were separately and together brilliant. I support these efforts fully. The Academic Village will build on this foundation, with the objective to expand the partnership with UCSF beyond housing to include academic programming, research grants, institutes, and clinics. Moreover, the Academic Village has the potential to extend and broaden our collaborative

relationships with other institutions, including UCLA, UC Santa Cruz, UC Berkeley, UC Davis, among others.

### *1. LRCP – Capital Infrastructure*

Over the past eight months, the LRCP has gained substantial momentum. The College, largely through the efforts of David Seward, secured an additional \$18 million in financing for 333 Golden Gate, bringing the total to around \$55 million. In addition, all of the preliminary hurdles to construction – such as California Environmental Quality (CEQA) review – have been completed. We are now moving into the preliminary bidding stages and are on-track for the timely construction of the College's new academic building. In addition, since the Plan includes the timely demolition of 198 McAllister and 50 Hyde, the proposed partnership with UCSF over those properties is ongoing and moving along well.

### *2. Academic Partnerships*

As plans develop for the physical plant that will constitute the Academic Village, I am in ongoing conversations with several institutions, in addition to UCSF, regarding their prospective inclusion in our village in the center of San Francisco. These institutions include UCLA, UC Santa Cruz, and UC Davis. Most of these discussions are in the earliest stages, largely because it is somewhat unclear what level of space could be promised to any of our partners. 333 Golden Gate will be fully occupied by UC Hastings and there are no concrete plans in place, beyond the housing element, for the space on the rest of the campus. Nonetheless, these discussions have been very positive and I remain optimistic that the vision for the Academic Village will be fully realized.

## **C. Alumni Relations**

One of the most important constituencies of the College is our alumni base. Alumni represent the past, present and future of all of our endeavors to be a great law school. Moreover, they also constitute one of the pivotal legs of financial support for our success. It is no secret that a successful academic institution requires sufficient resources to excel. UC Hastings' principal sources of income are four: student tuition, State support, auxiliary enterprises, and alumni donations. Over the last five years, the first of these has been frozen by direction of the Governor. State support has held fairly steady over the last several years, though costs continue to rise; and State support is well below its historical levels. We are fortunate to have additional resources from our real estate holdings, but these too remain fairly modest in regard to our overall budget. Alumni donations, therefore, are potentially a key growth area for the future.

In anticipation of needing a significant sum to buttress the generous grant of State money for 333 Golden Gate, we embarked on a time-sensitive capital campaign to raise the needed funds. This campaign was led by Professor Leo Martinez and Chief Development Officer Eric Dumbleton. Its primary goal was to raise sufficient funds to support the connecting structures between Mary



Kay Kane Hall (200 McAllister) and 333 Golden Gate. Specifically, these amounts will fund the construction of the plaza/quad between the two buildings and the sky bridge between the sixth floor and rooftop of Kane Hall and the top floor and rooftop of 333 Golden Gate. To date, we have raised \$3 million, which is expected to be sufficient for the immediate needs of construction. Nonetheless, we continue to work with Alumni seeking additional funds to buttress the quality of the furnishings and aesthetics of the planned construction. Finally, additional funds received pursuant to this campaign will be used to support renovation plans for Kane Hall, both on the sixth and first floors.

#### **D. The Public Safety Department and the Transition to UCSF PD**

One of the first tasks I inherited when I began my term was to oversee the proposed transition from UC Hastings public safety to the UCSF Police Department. This entailed considerable due diligence regarding what UCSF could offer to the College in terms of improved safety and security. In addition, as the prospect for such a transition progressed, it required discussions with the UC Hastings community about the costs and benefits of having UCSF PD on our campus, as well as exploration of how best to make this transition. Among other challenges, this required engaging in collective bargaining with the officers' union (PSOA) and complying with all regulations for making this proposed transition.

GC Elise Traynum's steady hand permitted us to meet these challenges successfully. An agreement was reached in August with PSOA and the officers. At this writing, we continue to work out the details of the MOU with UCSF PD, a process expected to be completed within a short period of time. The transition will occur during the month of September, and UCSF PD will assume responsibility for campus safety by October 1.

## **II. LOOKING FORWARD: SEPTEMBER 2016 AND BEYOND**

Most of my immediate efforts moving forward will involve consolidating the gains made in my first eight months of office and continuing our best efforts to have UC Hastings be recognized as one of the premier law schools in the nation.

#### **A. The Academic Program**

A great law school must attend to two fundamentals of legal education. It must prepare students for the great variety of practice areas that a lawyer might pursue; and more basic still, it must give its graduates the knowledge and skills to pass the Bar exam. Without the latter, of course, the former is moot.

Over the last several years in particular, but dating back still further, UC Hastings' students have not had the success on the California Bar exam that we would expect. In particular, schools with comparatively weaker students – as measured by traditional metrics of LSAT and university GPA – have matched or exceeded our graduates' performance. Our relatively poor performance on the California Bar is unacceptable.

As discussed above, a number of efforts have been started with an eye to improving our students' Bar performance. We will strive to regularly be in the top five law schools State-wide, and will use an evidence-based approach to measure the success of all initiatives created in support of our students' basic education – which includes knowledge of doctrine, analytical reasoning, and writing skills.

Although the Bar is a crucial entry barrier to the practice of law and our students must be given the skills to pass it, great law schools ought to be measured by the quality of the lawyers that they produce. This means creating a learning environment that gives students the knowledge, the skills, and the experiences to be first-class professionals from the very start of their careers. UC Hastings already has an exceptional teaching faculty, extraordinary clinical opportunities, and a multitude of experiential opportunities – from externships to international exchange placements – to empower students to find their preferred professional paths.

#### **B. Long-Range Campus Plan and Strategic Partnerships**

Over the next several months, the LRCP will need careful management, but all signs indicate that it is moving forward smoothly and very successfully. Together with David Seward, I expect to oversee the LRCP generally, and many of the constituent parts will begin to fall into place. One component of the overall plan that will likely require the most attention is the plan for Kane Hall. In particular, we expect to begin renovation of the sixth floor around May, 2017, and are considering renovation opportunities on the first floor as well. Both of these spaces are important to ensure that the College has adequate space for classes and staff and faculty offices during the construction of 333 Golden Gate and, more so, of 198 McAllister.

#### **C. Alumni Relations**

As noted above, UC Hastings' alumni base is an essential and integral part of the overall UC Hastings community. I intend to develop closer relations with our alumni with the ultimate goal of partnering with them to support our efforts to have UC Hastings be recognized as one of the premier law schools in the nation.

#### **D. The Public Safety Department and the Transition to UCSF PD**

We are currently in the midst of the transition from the UC Hastings Public Safety Officers to UCSF PD's assumption of responsibility for safety and security on our campus. This transition will be completed by October 1.

Looking forward, although the presence of UCSF PD on our campus will do much to improve the situation on the streets around our campus, I believe more will yet be needed. I am currently in the process of discussing ways to partner with neighboring businesses, non-profits, community organizations, and the City of San Francisco to further improve the quality and safety of the

neighborhood. These are ongoing and I will keep the Board apprised of developments as they occur.

### III. CONCLUSION

Although UC Hastings continues to face significant challenges, many of which are endemic to the state of legal education in the United States today, it has numerous competitive advantages that should allow it to excel in the years ahead.

Perhaps UC Hastings' greatest strength is its community. Our students, staff, faculty and alumni are as strong and dedicated as any in the country. The key is to harness the energy of these constituencies. This is no small job, but I believe that with the support of campus leaders and our several boards – Directors, Trustees, and Governors – it is eminently doable. Although the UC Hastings community is not of one mind – nor would we ever expect it to be – we have a shared interest in making UC Hastings a great national law school.

One of UC Hastings' greatest advantages is often pointed to as one of its principal weaknesses—that is, its stand-alone status. I think this is, in fact, one of our greatest strengths. As the only public stand-alone law school, we are nimble enough to take advantage of opportunities in a timely and effective fashion. Indeed, this makes us a great partner for other institutions that are weighed down by bureaucracy. UCSF, for example, has embraced our partnership with particular enthusiasm, resulting in a number of innovative collaborations, from the Consortium on Law Science & Health Policy's high-profile programs (e.g., the Medical-Legal Partnership for Seniors; the Masters of Science in Health Policy & Law, and many others) to the shared housing platform envisioned in the LRCP. Additionally, we receive generous support from the State, both in annual distributions as well as occasional support for capital projects and infrastructure maintenance. Finally, our association with the University of California brings name recognition and prestige, as well as access to benefits programs that are the envy of schools across the nation.

Another principal strength of UC Hastings is its location. To be sure, historically and continuing today, our immediate neighborhood has presented challenges associated with being an urban campus. But this is changing, both with the transformation of the neighborhood around us as well as our own plans for creating an Academic Village. More generally, however, San Francisco is one of the greatest and most beautiful cities on earth. It is also one of the most economically vibrant. Our San Francisco location gives us access to leading technology firms and situates us in one of the truly international cities in the United States. Its economic vibrancy, together with its spectacular beauty, makes San Francisco one of the most desirable places to go to school. As we build UC Hastings into one of the nation's premier law schools, we hope to make it every bit the destination of choice that San Francisco is.



**UC HASTINGS**  
COLLEGE OF THE LAW

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### *Letter from the Acting Chancellor & Dean*

## **Welcome! And Welcome Back!**

I write to welcome the Class of 2019, and to welcome back to campus the Classes of 2017 and 2018. I hope that the summer included just the right combination of rest, fun and productivity! And I trust that you are all ready for the excitement and challenges of the new school year.

Just as in summers past, our community has been engaged in all of the ways that mark a great law school. One of those is our faculty's continuing leadership in scholarship and in the real world. For example, in a recent survey, UC Hastings was listed 21<sup>st</sup> in the country in a list of law schools with the highest percentage of "most-cited" tenured faculty, tied with the University of Virginia, the University of Texas and USC, and ahead of schools like Boston University and UC Davis. And our

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faculty continue to not only write, but to act. For instance, Professor Veena Dubal had a featured role in Judge Chen's recent decision to reject as inadequate a settlement negotiated by Uber and plaintiffs' lawyers. UC Hastings was also recognized for our innovative programming by the *Recorder's* Best of 2016 edition, which singled out our LLM and JD/MBA programs. And our rising 2L and 3L students worked in a dizzying array of job and internship placements, from big law to public service to almost every level of the federal and state courts.

With the Class of 2019 we have once again attracted an exceptionally talented group of law students, possessing outstanding academic accomplishments, varied work backgrounds, and diverse life experiences. It is also a large class, over 340 strong, which is mostly due to a higher-than-expected number of students accepting our admissions offers. These numbers are testament to our ever improving stature in the law school community. UC Hastings is on the move, and we are fortunate to have extraordinary opportunities to build on what is already a rock-solid foundation.

Priority one at UC Hastings is building a strong and supportive community, one in which all members – students, staff and faculty – are empowered to define and fulfill their greatest aspirations. As a practical matter, this means maintaining a first-class academic program with the highest standards of teaching, ensuring academic and professional success for every student, supporting and expanding clinical and experiential opportunities, especially opportunities to serve the public interest, and building an intellectual community in which excellence is the objective and fellowship and collaboration provide the pathways to that goal.

With these ideas in mind, there are several specific areas that I want to highlight here.

With this incoming class, we have instituted the new Inns of Court Program. This new program is much more than simply the addition of famous UC Hastings alumni/faculty names to our traditional "sections." It is a comprehensive program dedicated to the professional identity formation of, and a greater sense of community among, our students. Indeed, the names attached to the Inns represent the aspirations and goals of the program. Clara Shortridge Foltz, Wiley W. Manuel, George R. Moscone, and Roger J. Traynor symbolize the level of knowledge of the

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law, leadership, vision, and character that we strive to cultivate in our students and to live up to everyday in our professional lives.

UC Hastings continues to move forward in a variety of additional areas as well. As many of you know, the State of California has generously provided approximately \$55 million for construction of a new academic building – 333 Golden Gate Avenue – on the lot to the West of Kane Hall (200 McAllister Street). Our alumni have contributed an additional \$3 million to build the necessary connection points between Kane Hall and the new building, which will include a 40 foot, block-long, patio and a double-decker sky bridge that will connect the top floors of the two buildings and their rooftops.

333 Golden Gate is only the first phase of our Long Range Campus Plan. The next phases, which are already in the works, involve developing significant new housing in partnership with UCSF following completion of the new academic building. The ultimate goal is to establish an academic village, with UC Hastings and UCSF providing anchors to this new campus.

With the inclusion of substantial numbers of UCSF graduate students in our neighborhood, the area will continue its evolution, a process begun long ago. As you know, our neighborhood has much to offer, with many excellent and affordable restaurants and bars, an expanding residential presence, proximity to local state and federal offices, and easy access to virtually every corner of the most beautiful city in the world.

At the same time, the area has its challenges, and safety and security must be a priority for the College and all of its members. With this uppermost in their minds, the UC Hastings Board of Directors voted on June 17<sup>th</sup> to enter into negotiations with the UCSF Police Department to take over public safety operations at UC Hastings. UCSF will provide a robust security presence to the College and our immediate neighborhood. As we have embarked on this transition, we have gone to great lengths to be respectful and generous to our public safety officers. Indeed, several of these colleagues will be staying in the Hastings community, either by taking on different roles at the College or by joining the UCSF PD. Although such transitions are never without challenges, goodwill on both sides has led to an amicable and positive outcome.

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Of course, there are so many exciting developments at the school, certainly too many to document here. I will continue to hold regular Town Hall meetings with the UC Hastings community (the first this semester is at noon on Tuesday, August 30<sup>th</sup>). I hope you will attend as many as possible, since these give me the opportunity to talk with you about developing issues on campus and to answer any questions that you might have. And, of course, I look forward to meeting and talking with as many of you as possible, whether at one or another of the many events on campus or while walking the halls, riding the elevators, or waiting for a sandwich in the Law Café.

Have a successful, enjoyable, and safe start to the new semester.

Warm regards,  
David L. Faigman

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**REPORT ITEM**

**1. REPORT BY:** Director, Tom Gede, Chair

**2. REPORT:** Written

\*10.1 General Recommendation Action for Slate of Appointment of the  
UC Hastings Foundation Trustees



DIRECTOR COMMENTS AND BOARD ANNOUNCEMENTS

This is a time reserved for Directors who wish to briefly comment on Board matters, provide a reference to staff or other resources for factual information, or direct staff to place items on future agenda.

THE BOARD WILL GO INTO CLOSED SESSION AT APPROXIMATELY 11:00 A.M.

The Board will adjourn to the closed session to consider the items listed on the Closed Session Agenda. At the conclusion of the Closed Session, the Board will reconvene the Open Meeting prior to adjourning the meeting, to report on any actions taken in Closed Session for which a report is required by law.

**OPEN BOARD OF DIRECTORS MEETING**

**ACTION ITEM:**

**\*13. ADJOURNMENT**

The meeting was adjourned at \_\_\_\_:\_\_\_\_